

INDUSTRY WAGE SURVEY

Part I. Motor Vehicles

Part II. Motor Vehicle Parts

APRIL 1963

Bulletin No. 1393

**UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary**

**BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner**



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Preface

This bulletin summarizes the results of a study of wages and supplementary practices conducted by the Bureau of Labor Statistics as of April 1963 and is prepared in two parts.

Part I, Motor Vehicles, includes data for all automotive operations of passenger car manufacturers.

Part II, Motor Vehicle Parts, includes data for establishments, other than those operated by passenger car manufacturers, primarily engaged in the manufacture of motor vehicle parts. Separate releases for this part of the survey were issued within a few months of the payroll period to which the data relate for Chicago, Cleveland, Detroit, and Toledo. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D. C. 20210, or any of its regional offices.

This study was conducted in the Bureau's Division of Occupational Pay by Toivo P. Kanninen, Chief of the Division, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Frederick L. Bauer, under the immediate supervision of L. Earl Lewis. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's six regional offices, are listed at the end of the bulletin.

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Industry Wage Survey—

Motor Vehicles and Motor Vehicle Parts, April 1963

Introduction

The Bureau's April 1963 study of wages in the automobile industry was conducted during a period of high production. Approximately 6.9 million passenger cars were produced in the United States in 1962, which at that time represented the industry's second highest year.¹ This output was surpassed in 1963, but at the time of this report it appeared unlikely that the year's production would top the 7.9 million mark of 1955.

This bulletin provides information on the level and distribution of wages for all production and related workers, earnings of workers in selected occupations, and information on selected establishment practices such as paid holidays, vacations, health, insurance, and pension plans, and is prepared in two parts. Part I summarizes data for all automotive operations of five passenger car manufacturers, including motor vehicle parts operations, with the exception of the truck division of one firm and of steel and glass operations of all companies. Plants primarily producing tractors and industrial engines were excluded, as were all parts depots. Part II includes data for all plants primarily engaged in the manufacture of motor vehicle parts as defined for purposes of the study, with the exception of those owned and operated by the passenger car manufacturers.²

The current study is similar in scope to the Bureau's 1957 study of the industry,³ with one major exception. In 1957, data for a small number of motor vehicle company operated plants manufacturing automotive parts sold extensively to other producers were included in the motor vehicle parts segment of the study; in the 1963 study, these plants were included in the motor vehicle segment. These plants were estimated to employ 46,000 production and related workers in 1957.

Part I. Motor Vehicles

Summary

Straight-time earnings of the 460,798 production and related workers in motor vehicle plants averaged \$2.90 an hour in April 1963. Workers in Michigan, accounting for half of the total employment, averaged \$2.92 an hour, compared with workers in the remainder of the North Central region, who averaged \$2.89 and workers in the West who averaged \$2.83. Three-fifths of the workers covered by the study earned between \$2.70 and \$2.90 an hour; fewer than 1 percent earned less than \$2.50 and fewer than 2 percent earned \$3.75 or more.

Nationwide averages for the 27 jobs studied separately ranged from \$2.52 for janitors to \$4.29 an hour for die sinkers (drop forge dies). Line and bench assemblers, numerically the most important job studied, averaged \$2.74 an hour.

¹ Automobile Facts and Figures (Automobile Manufacturers Association, Detroit, Mich., 1963 ed.).

² See appendix A for scope and method of survey.

³ For results of the 1957 study, see Wage Structure: Motor Vehicles and Motor Vehicle Parts, July 1957 (BLS Report 128, 1958).

All of the companies provided a variety of benefits including health, insurance, and pension plans, paid holidays and vacations, and supplemental unemployment insurance.

Industry Characteristics

As in 1957, the date of the Bureau's previous study of motor vehicle manufacture, five companies accounted for virtually all of the passenger vehicles produced in the United States in 1963. The following tabulation shows the proportion of total passenger car output accounted for by these companies in 1957, 1962, and the first 6 months of 1963:

Company	Percent of total passenger car output, by company		
	1957	1962	1963 (first 6 months)
General Motors Corp. -----	46.0	53.9	55.0
Ford Motor Co.-----	30.9	27.9	24.8
Chrysler Corp. -----	20.0	10.3	12.8
American Motors Corp. -----	1.9	6.5	6.4
Studebaker Corp. ¹ -----	1.2	1.3	.9
Other -----	.1	.1	.1

¹ The Studebaker Corporation announced that it was ending automotive production in the United States. (See The New York Times, December 11, 1963.) Passenger car operations and commercial truck production were scheduled to close before the end of 1963. Work on an Army truck contract and the manufacture of engines and stampings for compact cars were to continue at the South Bend, Ind., plant.

Source: Automobile Manufacturers Association, Automobile Facts and Figures, 1963 Edition for 1957 and 1962 data; Motor Vehicle Production—U.S. Plants, July 8, 1963 for 1963 data.

The five companies also accounted for the bulk of truck assembly and manufactured such major components as engines, bodies, and transmissions, as well as minor parts.

Imports of new passenger cars and trucks were greater in 1962 (387,204) than in 1957, the year of the Bureau's previous study (267,775), but considerably less than the peak year of 1959 (689,833).⁴

Approximately half of the workers covered by the study were in Michigan; nearly a third were in other North Central States. This represents a change from the 1957 estimates which indicated that the proportions were nearly two-thirds and a fifth, respectively. These changes resulted largely from the establishment of new facilities in the North Central region, except Michigan, between 1957 and 1963.⁵

All but a very small proportion of the plant workers covered by the study were represented for collective bargaining purposes by the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). Although collective bargaining is on a companywide rather than an industry basis, the terms of settlement with one company tend to be adopted by the others. Changes in wage rates and supplementary benefits have therefore, been generally similar among the motor vehicle producers in recent years.

⁴ Source: U. S. Department of Commerce.

⁵ Additionally, the omission of the parts divisions of those companies that were included in the 1957 study had a greater effect on data for Michigan than for the remainder of the country.

Men accounted for all but 5 or 6 percent of the plant employment at the time of the study.⁶ The large proportion of the labor force is employed at relatively unskilled and semiskilled tasks. Many of these are engaged in highly repetitive jobs such as assemblers, machine-tool operators, and inspectors.

The wages of over 98 percent of the production workers were on a time basis. Wage incentives were largely confined to forging, some assembling, and some machining work. Except for workers in the toolroom and in skilled maintenance trades, who frequently were paid according to rate-range plans, wages of time-rated workers were determined by formalized wage systems providing single rates for specific jobs. Collective bargaining agreements typically provide that new employees may be hired in at rates no lower than 10 cents an hour below the rate for the job classification to which assigned. An automatic increase of 5 cents an hour is granted after 30 days; the full job rate is usually reached within 90 days.

Average Hourly Earnings

The 460,798 production and related workers covered by the study earned an average of \$2.90 an hour in April 1963, exclusive of incentive payments, premium pay for overtime and for work on weekends, holidays, and late shifts (table 1). Workers in Michigan averaged \$2.92, compared with an average of \$2.89 for those in the remainder of the North Central region, \$2.83 for those in the West, and \$2.86 in the rest of the country.⁷ These small variations in geographical wage levels appear traceable to differences in occupational composition. (See section on occupational earnings.)

Earnings of individual workers were concentrated within a comparatively narrow range. Thus, for the United States, hourly earnings of three-fifths of the workers were between \$2.70 and \$2.90. Fewer than 1 percent of the workers earned less than \$2.50 and fewer than 2 percent earned \$3.75 or more. In the earnings array, the median value was \$2.80—10 cents lower than the arithmetic mean. Thus, more than half of the workers earned less than the arithmetic mean (\$2.90) and fewer than half earned more.

Relative dispersion (computed by dividing the interquartile range by the median) was about the same as in 1957—6 percent. Thus, the wage rates of half the workers were within 3 percent of the median rate. This dispersion factor is the lowest for any industry studied by the Bureau during the past decade.⁸

The average of \$2.90 recorded in April 1963 represents an increase of 53 cents, or 22.4 percent, over the average recorded in July 1957. General wage changes account for a very large part of the increase in the average. Since 1957, wage changes in motor vehicle manufacturing generally have taken the form of: (1) Annual-improvement factor increases; (2) cost-of-living adjustments based on the BLS Consumer Price Index; and (3) a special increase to workers in skilled classifications in the tool and die, pattern, and maintenance and engineering departments.

Occupational Earnings

Earnings information was developed separately for 27 occupational groups which together accounted for 270,691 workers, or 59 percent of the total production worker employment (table 2). Nationwide averages for these jobs ranged

⁶ Although they accounted for only a small proportion of the work force, women were employed in a variety of jobs including assemblers, checkers, inspectors, machine-tool operators, sewing machine operators, trimmers, and welders.

⁷ For definition of regions, see footnotes to table 1.

⁸ The industry having the next lowest factor of dispersion, 11 percent, is bituminous coal mining in November 1962.

from \$4.29 an hour for die sinkers and \$4.09 for patternmakers to \$2.52 for janitors, porters, or cleaners. Line and bench assemblers, accounting for more than a sixth of the total work force, averaged \$2.74 an hour in April 1963.

Average hourly earnings for the skilled maintenance jobs selected for separate study fell within a range of \$3.35 (carpenters) to \$3.50 (machine repairmen). Millwrights, pipefitters, and sheet-metal workers all averaged \$3.38 an hour. Among toolroom jobs, the numerically important classifications of machine-tool operators and tool and die makers averaged \$3.49 and \$3.62 an hour, respectively.

There was comparatively little variation in occupational pay levels by region. A comparison of averages in Michigan with those in other North Central States indicates that identical average rates were recorded for 4 of the 27 classifications, and they varied by only 1 or 2 cents in 15 others. Among the 18 jobs for which comparisons between Michigan and the West could be made, identical averages were recorded for 4, with differences of only 1 or 2 cents noted in 6 others.

For nearly all of the selected occupations, individual wage rates were closely grouped about the nationwide occupational average. In 23 of the 27 jobs studied, rates for a majority of the workers differed from the nationwide average by no more than 2 percent. In a majority of the jobs, four-fifths of the workers or more had rates that fell within the 2 percent range. The job descriptions used in classifying workers in the study tend to be more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed. Thus, the somewhat greater relative dispersion in rates noted in some jobs may be due to the matching of more than one company job category (and rate) with the occupation as defined by the Bureau.

As indicated in the following tabulation, occupational wage relationships in 1963 were nearly the same as in 1957, but differed in several instances from those in 1950. For each year, the average hourly rate for janitors was used as a base (100); averages for selected jobs were expressed as indexes of this base.

Occupation	Occupational wage relationships, selected jobs, motor vehicle establishments		
	Indexes (average hourly rate for janitors=100)		
	1963	1957	1950
Patternmakers, metal and wood -----	162	164	154
Tool and die makers -----	144	143	145
Machine-tool operators, toolroom -----	138	136	138
Electricians -----	137	136	135
Pipefitters -----	134	133	132
Millwrights -----	134	133	131
Carpenters -----	133	132	131
Punch-press operators -----	110	111	119
Assemblers, line and bench -----	109	110	116
Truckers, power -----	108	108	111
Laborers, material handling -----	106	105	108

Metal and wood patternmakers averaged 62 percent more than janitors in 1963, compared with 64 percent in 1957; in 1950, the difference was 54 percent. Line and bench assemblers averaged 9 percent more than janitors in 1963

and 10 percent more in 1957; in 1950, the difference was 16 percent. Differentials between the average rates for skilled maintenance and most toolroom jobs and the average rate for janitors were generally similar in all three periods. The special wage increase for skilled workers in 1958, referred to previously, appears to have maintained the wage relationship between these jobs and others.

Establishment Practices and Supplementary Wage Provisions

Information was also obtained on shift differential payments for production workers and selected supplementary benefits for production and office workers, including paid holidays and vacations; health, insurance, and pension plans; and supplemental unemployment benefits.

Shift Differentials. Premium pay for production workers assigned to the second shift amounted to 5 percent of regular pay, including overtime premium, in 4 of the 5 motor vehicle companies; in one of the smaller companies, the second-shift differential was 8 percent. In all five companies, the third-shift premium was 10 percent.

Shift definitions, however, varied considerably among the companies. For example, second-shift work was defined by two companies as work beginning on or after 10:30 a.m. but before 7 p.m.; for another, the hours were between 11 a.m. and 7 p.m. For another company, a second-shift premium was paid for work beginning on or after 2 p.m. but before 10 p.m. One large company paid a second-shift premium for shifts during which half or more of the working hours were scheduled between 6 p.m. and 6 a.m. Information was not available on the proportions of workers employed on the various shifts at the time of the study. Employment on extra shifts tends to fluctuate throughout the year as the volume of production changes.

Paid Holidays. Provisions for paid holidays were the same for production and office workers in all five companies. Four companies provided 6 full holidays (New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas) and 2 half-day holidays (New Year's Eve and Christmas Eve). The fifth company provided 7 full holidays, including the day before Christmas. Production workers in all companies received Monday as a holiday if the holiday fell on Sunday; if, however, the holiday fell on a Saturday, they had to be scheduled to work that day to receive holiday pay. Office workers typically received equivalent time off if the holiday fell on Saturday or Sunday.

Paid Vacations. Production workers with 1 year or more of seniority, who otherwise qualified under the eligibility rules in the collective bargaining contracts in 1963 were entitled to paid vacations or to payment in lieu of vacation. Four companies observed the following schedule of payments:

Years of seniority	Vacation payment
1 and under 3 -----	40 hours
3 and under 5 -----	60 hours
5 and under 10 -----	80 hours
10 and under 15 -----	100 hours
15 and over -----	120 hours

Vacation pay in these four companies was computed on the basis of the employees' straight-time hourly rate, exclusive of late shift and overtime premiums. Vacation payments of the fifth company were computed as a percentage of earnings in the year preceding the workers' employment anniversary date as follows: 1 and under 5 years of service, $2\frac{1}{2}$ percent; 5 and under 10 years, 5 percent; 10 and under 15 years, $6\frac{1}{4}$ percent; 15 years or more, $7\frac{1}{2}$ percent.

Vacations provisions for office employees varied among the five companies in certain details. In all companies, however, employees with 1 year of service were provided 10 days' vacation pay and those with 10 years or more, 15 days' pay. One company provided $1\frac{1}{4}$ days' vacation pay for each month worked during the vacation year to employees with 5 but less than 10 years of service, with a maximum of $12\frac{1}{2}$ days. All companies had provisions for office employees with less than 1 year of service: In three companies this amounted to 1 day for each month worked with a maximum of 10 days; generally similar provisions applied in the other two companies.

Health, Insurance, and Pension Plans. Provisions for health, insurance, and pension plans for production workers were included in the collective bargaining agreements of all companies. Generally, similar provisions applied to office workers in most instances. All companies had pension plans (other than social security) without cost to the employee; office employees in some companies were eligible for additional retirement benefits if they made contributions to the plan. Employee contributions to health and insurance plans varied by type of plan and among companies.

Each of the companies paid part of the cost of life insurance (with permanent and total disability provisions) and sickness and accident insurance for production workers. The cost of these provisions for office workers was borne entirely by one company and shared with the employees in the other four. The maximum amount of life insurance and sickness and accident insurance benefits provided by each plan varied according to the basic hourly rate of production workers or the base salary of office employees. Life insurance plans in companies employing the vast majority of the workers included accidental death and dismemberment benefits and extended the insurance benefits to retired workers without further cost to them.

Hospitalization, surgical, and medical insurance plans were provided without cost to both production and office workers by companies accounting for a great majority of these workers. These plans, applying to both the employee and his dependents, usually provided semiprivate hospital room accommodations up to 365 days per disability, maximum surgical allowance of \$450, and medical benefits (in-hospital physicians' fee) of \$15 for the 1st day, \$6 for the 2d through the 20th day, and \$4.80 thereafter for a maximum of 365 days.

Retirement pension plans paid for entirely by the employer, were provided to both production and office workers by all companies. With only a few exceptions, the major details of these plans were identical: (a) For normal retirement benefits, employees were required to be age 65 and have a minimum of 10 years of service; (b) early retirement (with a reduced annuity) was permitted at age 60 with 10 years of service; and (c) retirement for permanent and total disability was provided to eligible employees with 10 years of service and meeting specified age requirements. Plans applying to the large majority of the production workers (4 of the 5 companies) provided that those qualifying for normal retirement benefits would receive monthly payments equal to \$2.80 times years of service. These provisions also applied to the large majority of the office employees; in addition, however, these employees were permitted to increase their retirement benefits by membership in contributory plans to which the employer

paid part of the cost. Vesting was a part of all pension plans. Under four plans, production workers terminated after reaching age 40 with at least 10 years of service were granted full rights to accrued benefits, deferred until age 65. The fifth plan, although specifying 10 years of service, did not include an age requirement.

Supplemental Unemployment Benefits. Each of the companies had supplemental unemployment benefit plans for their production and related workers. These plans, essentially identical, were financed by company payments to trust funds from which benefits were paid to laid-off workers with at least 1 year of service and who met certain other tests of eligibility. The duration of benefits, up to a maximum of 52 weeks for each benefit year, depended on the "credit units" accumulated by each eligible employee and the position of the fund at the time of layoff. In general, laid-off employees could receive cash benefits ranging up to \$40 a week. These benefits, when combined with State unemployment compensation, are designed to give the employee an amount equal to a maximum of 62 percent of his weekly straight-time pay (before taxes) for a 40-hour week.

Office employees of one company were covered by the provisions of the supplemental unemployment benefit plan.

Short Workweek Benefits. Short workweek benefits for production workers were included in the supplemental unemployment benefit plans. Workers with 1 year of service and meeting other eligibility requirements were provided 65 percent of their base hourly wage rate, including cost-of-living allowance, times the difference between the number of paid hours and 40, if the short workweek was scheduled; if unscheduled, the percent was 50.

Separation Allowances. Companies typically provided monetary allowances for both production and office workers who were laid off or separated from the company under certain conditions. The vast majority of the production workers were covered by plans requiring 2 years of service for eligibility and providing lump-sum payments ranging from 50 to 1,500 hours' pay, depending on years of service. Eligibility requirements and the schedule of benefits for office workers varied considerably among the companies.

Moving Allowances. Allowances toward expenses incurred by production workers when transferring from one plant location to another were provided by companies employing the large majority of the workers. In some companies, such benefits were paid from the SUB fund. Maximum benefits of one plan, for example, depended on mileage and marital status, ranging from \$55 to \$215 for single employees and from \$180 to \$580 for married employees. The incidence of such benefits was not determined for office workers.

Jury Duty Pay. Each of the companies had provisions for jury duty pay. The most common provision for production workers included a sum equal to the amount paid by the court or \$10 a day (whichever was greater) for a maximum of 60 days. Provisions for office employees were more varied, although in nearly all instances the employee could expect to receive his full salary while serving on juries. Some companies paid the difference between court pay and the employee's salary; others paid the full salary.

Table 1. Motor Vehicles: Earnings Distribution

(Percent distribution of production workers by average straight-time hourly earnings,¹
United States and selected areas, April 1963)

Average hourly earnings ¹	United States	Michigan	North Central (except Michigan) ²	West ³	Remainder of United States
Under \$2.50-----	0.3	0.2	0.3	0.1	1.0
\$2.50 and under \$2.55-----	1.9	1.6	1.3	1.7	4.3
\$2.55 and under \$2.60-----	3.6	4.8	1.7	1.4	4.3
\$2.60 and under \$2.65-----	5.1	4.6	5.8	3.8	5.6
\$2.65 and under \$2.70-----	5.5	5.1	7.1	3.4	4.1
\$2.70 and under \$2.75-----	15.3	14.8	15.5	17.9	16.3
\$2.75 and under \$2.80-----	20.1	21.4	18.4	26.8	17.6
\$2.80 and under \$2.85-----	12.1	10.6	15.1	10.3	10.9
\$2.85 and under \$2.90-----	11.8	10.5	12.2	19.7	14.1
\$2.90 and under \$2.95-----	4.9	5.5	4.1	4.3	4.8
\$2.95 and under \$3.00-----	1.3	1.0	1.3	2.1	1.8
\$3.00 and under \$3.05-----	.6	.3	.9	.9	1.1
\$3.05 and under \$3.10-----	.2	.2	.3	.1	.2
\$3.10 and under \$3.15-----	.4	.3	.5	.5	.3
\$3.15 and under \$3.20-----	.4	.4	.6	.2	.5
\$3.20 and under \$3.25-----	.4	.3	.4	.7	.5
\$3.25 and under \$3.30-----	.6	.4	.8	.5	.8
\$3.30 and under \$3.35-----	1.3	.9	1.6	.8	1.9
\$3.35 and under \$3.40-----	.7	.9	.5	.4	.5
\$3.40 and under \$3.45-----	2.0	2.4	1.6	1.5	2.0
\$3.45 and under \$3.50-----	2.3	2.6	1.9	1.9	2.4
\$3.50 and under \$3.55-----	3.0	3.6	2.8	.6	1.7
\$3.55 and under \$3.60-----	.5	.6	.6	.1	.3
\$3.60 and under \$3.65-----	2.4	2.8	2.3	.5	1.4
\$3.65 and under \$3.70-----	1.3	1.4	1.3	(*)	.8
\$3.70 and under \$3.75-----	.3	.4	.2	(*)	.1
\$3.75 and over-----	1.7	2.5	1.1	-	.9
Total-----	100.0	100.0	100.0	100.0	100.0
Number of workers-----	460,798	231,265	150,274	15,117	64,142
Average hourly earnings ¹ -----	\$2.90	\$2.92	\$2.89	\$2.83	\$2.86

¹ Excludes incentive payments and premium pay for overtime and for work on weekends, holidays, and late shifts.

² North Central (except Michigan)—Includes Illinois, Indiana, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

³ West—Includes Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

⁴ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 2. Motor Vehicles: Occupational Averages

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected areas, April 1963)

Occupation	United States		Michigan		North Central (except Michigan)		West		Remainder of United States	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Maintenance</u>										
Carpenters, maintenance-----	682	\$3.35	435	\$3.36	156	\$3.35	24	\$3.35	67	\$3.33
Electricians, maintenance-----	6,038	3.46	3,300	3.48	1,743	3.44	174	3.43	821	3.44
Machine repairmen-----	6,159	3.50	3,554	3.50	1,927	3.51	15	3.40	663	3.47
Millwrights-----	6,475	3.38	3,568	3.39	1,945	3.37	174	3.34	788	3.35
Pipefitters, maintenance-----	3,846	3.38	2,025	3.39	1,143	3.37	100	3.38	578	3.36
Sheet-metal workers, maintenance (tinsmiths)-----	1,247	3.38	738	3.39	325	3.38	10	3.39	174	3.36
<u>Toolroom</u>										
Die sinkers, drop-forge dies-----	239	4.29	148	4.31	75	4.19	-	-	16	4.56
Machine-tool operators, toolroom-----	3,853	3.49	2,344	3.49	1,132	3.49	-	-	377	3.48
Patternmakers, metal and wood-----	1,497	4.09	894	4.11	462	4.04	-	-	141	4.13
Tool and die makers-----	13,876	3.62	7,809	3.62	4,572	3.62	103	3.55	1,392	3.62
<u>Custodial and material handling</u>										
Checkers, receiving and shipping-----	5,590	2.76	2,936	2.76	1,739	2.76	233	2.74	682	2.78
Janitors, porters, or cleaners-----	8,207	2.52	4,061	2.52	2,765	2.53	303	2.52	1,078	2.52
Laborers, material handling-----	8,028	2.66	3,361	2.66	3,620	2.68	260	2.62	787	2.64
Truckers, power-----	11,701	2.72	6,120	2.71	3,772	2.73	376	2.71	1,433	2.71
<u>Other selected occupations</u>										
Assemblers, line and bench-----	79,212	2.74	34,237	2.73	28,587	2.74	3,515	2.75	12,873	2.73
Inspectors, general production-----	24,211	2.79	12,627	2.78	8,332	2.80	509	2.85	2,743	2.79
Machine-tool operators, production:										
Bar stock screw-machine operators-----	1,643	2.92	799	2.95	668	2.91	-	-	176	2.83
Crankshaft grinders-----	917	2.86	615	2.85	184	2.93	-	-	118	2.80
Other-----	26,951	2.76	15,322	2.76	9,428	2.77	-	-	2,201	2.68
Metal finishers-----	4,130	2.89	1,504	2.89	1,620	2.88	243	2.89	763	2.89
Molders, machine-----	570	2.89	397	2.89	119	2.88	-	-	54	2.93
Punch-press operators-----	21,349	2.76	12,072	2.75	6,875	2.78	-	-	2,402	2.72
Sewing machine operators-----	3,974	2.66	3,307	2.67	666	2.60	-	-	-	-
Sprayers, body, fenders, and hood-----	4,750	2.87	1,871	2.87	1,411	2.87	389	2.83	1,079	2.87
Trimmers-----	4,871	2.84	1,754	2.86	1,291	2.85	1,030	2.79	796	2.85
Welders, hand-----	5,224	2.88	2,862	2.88	1,618	2.89	222	2.89	522	2.87
Welders, machine (resistance)-----	15,451	2.81	6,309	2.79	5,798	2.82	853	2.82	2,491	2.81

¹ Excludes incentive payments and premium pay for overtime and for work on weekends, holidays, and late shifts.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Part II. Motor Vehicle Parts

Summary

Straight-time hourly earnings of the 186,684 production and related workers in motor vehicle parts plants within scope of the study⁹ averaged \$2.59 an hour in April 1963. Men, accounting for four-fifths of these workers, averaged \$2.72 an hour, compared with \$2.01 for women. Production workers in the North Central region, accounting for three-fourths of the industry's work force, averaged \$2.68 an hour, compared with \$2.58 for workers in the Northeast and \$1.82 for those in the South. Average hourly earnings of workers in the four metropolitan areas of the North Central region for which separate data are provided were: \$2.91 in Cleveland, \$2.88 in Toledo, \$2.84 in Detroit, and \$2.29 in Chicago.

Among the four major industry branches for which separate data are provided, nationwide average hourly earnings were: \$2.68 in plants manufacturing automotive stampings, \$2.65 in plants producing selected motor vehicle parts and accessories,¹⁰ \$2.58 in those making pistons, piston rings, and carburetors, and \$2.11 in plants making electrical engine parts.

Individual earnings in the industry were much more widely dispersed than those in the motor vehicles industry. Whereas three-fifths of the workers in the motor vehicles industry earned between \$2.70 and \$2.90 an hour, only a sixth of the workers in the parts industry were concentrated in any 20-cent wage interval.

Nationwide, averages for occupational classifications studied separately ranged from \$3.63 an hour for die sinkers (drop forge dies) to \$2.12 for routine (class C) assemblers. Nearly a sixth of the workers were employed as assemblers and slightly more than a tenth as machine-tool operators engaged in production work. Averages for these occupational groups varied according to degree of skill and responsibility, location, and method of wage payment, in addition to other factors.

Information was also developed on hours of work, shift differentials, and a number of supplementary benefits, including paid holidays and vacations, and various types of insurance and retirement plans, for production and office workers.

⁹ Excludes data for motor vehicle parts plants operated by passenger car manufacturers which are included in the motor vehicles segment of the study. See appendix A for scope and method of study. Wage data reported in this segment of the study exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

¹⁰ The term "motor vehicle parts and accessories" used in this context is limited to establishments classified in industry 3714, according to the 1957 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget, except those owned and operated by the automobile manufacturers. It does not include plants manufacturing other types of motor vehicle parts which are included in the full survey of "motor vehicle parts" but classified in other industries by the Budget Bureau. See appendix A for definition of study and the industry branches for which separate data are reported.

Industry Characteristics

The motor vehicle parts industry, defined for purposes of this study, includes plants, other than those operated by passenger car manufacturers, primarily engaged in the manufacture of metal parts for motor vehicles.¹¹ These plants produced a wide variety of the estimated 15,000 parts required in some of today's motor vehicles. Some plants specialized in the production of a single item; others had a wide diversification of products. Classified on the basis of the primary product, these plants may be separated into 10 groups; (1) Motor vehicle parts and accessories, defined as industry 3714 in the Standard Industrial Classification Manual, prepared by the Bureau of the Budget; (2) automotive stampings (part of industry 3461); (3) automotive pistons, piston rings, and carburetors (part of industry 3599); (4) automotive electrical engine parts (part of industry 3694); (5) automotive hardware (part of industry 3429); (6) automobile springs (part of industry 3493); (7) automotive electrical instruments (part of industry 3611); (8) automobile lights (part of industry 3642); (9) passenger car bodies (industry 3712); and (10) automotive mechanical instruments (part of industry 3821). The study provides separate information for the first 4 of these 10 groups.

The manufacture of this large variety of products required, in the composite, virtually all of the processes used in the metalworking field, including casting, forging, stamping, machining, heattreating, plating, painting, assembling, welding, and inspecting. Some highly integrated plants utilized many of these manufacturing processes; others, producing comparatively simple products, employed only a few. Thus, the close similarity of the occupational staffing patterns among individual plants that characterize many industries was absent in this one.

Economic conditions in the industry at the time of the survey were good. Although replacement parts constitute an important market, a substantial proportion of the products is made directly for the motor vehicle industry which produced near-record quantities of cars in 1962 and 1963.¹² A number of plants visited had plans to expand their production facilities.

The industry employed 186,684 production and related workers at the time of the study.¹³ Three-fourths of these were in the North Central region, slightly more than an eighth were in the Northeast, and nearly a tenth were in the South. The West accounted for fewer than 5 percent of the workers. Four North Central areas (Chicago, Cleveland, Detroit, and Toledo) together accounted for nearly a fourth of the industry's employment; more than 20,000 workers were employed in Detroit.

Motor vehicle parts and accessories plants accounted for two-thirds of the workers covered by the study. Regionally, this segment of the industry employed seven-tenths of the workers in the North Central region, nearly two-thirds in the South, and approximately one-half in the Northeast. Among the four selected areas, the proportions were four-fifths in Chicago, approximately two-thirds in Cleveland and Detroit, and one-half in Toledo. Plants manufacturing automotive stampings accounted for 12 percent of the industry's work force—22 percent in the Northeast, 12 percent in the South, and 10 percent in the North Central region. None of the other industry branches accounted for as much as 10 percent of the workers.

¹¹ Plants with fewer than 50 workers were excluded from the survey. The scope of the survey differs from a similar study conducted in 1957 which excluded plants with fewer than 101 workers and which included a few motor vehicle company operated parts plants.

¹² See Pt. I, Motor Vehicles, p. 1.

¹³ 1963 employment estimates are not comparable with those reported in the Bureau's 1957 study because of the inclusion of a few motor vehicle company operated parts plants in 1957 that were omitted in 1963.

Two-fifths of the production workers in the industry were employed in establishments having 1,000 workers or more and a similar proportion (38 per cent) were in plants employing 50 but less than 500 workers. In terms of total employment, the number of establishments in different size classes varied considerably among the four major branches of the industry, as illustrated in the following tabulation.

Establishment size	Number of establishments employing specified number of workers in—				
	All industry branches ¹	Motor vehicle parts and accessories	Automotive stampings	Automotive pistons, piston rings, and carburetors	Automotive electrical engine parts
Less than 500 workers -----	488	289	103	17	38
500 but less than 1,000 workers ---	64	45	1	8	4
1,000 workers or more-----	58	41	5	6	5

¹ Includes data for other branches of the industry in addition to those shown separately.

Men accounted for four-fifths of the production and related workers in the industry. Regionally, the proportions were slightly more than four-fifths in the North Central region and nearly three-fourths in the Northeast and South. Approximately two-thirds of the workers in Chicago and nearly nine-tenths in the other three areas for which separate data are provided were men. Among the four selected industry branches, the proportions were: Nearly seven-eighths in motor vehicle parts and accessories plants, four-fifths in automotive stampings plants, three-fourths in plants producing pistons, piston rings, and carburetors, and one-half in plants manufacturing electrical engine parts.

Time rates applied to seven-tenths of the production and related workers in the industry (table 15). All but a few of these workers were in plants having formalized pay plans and were nearly equally divided between those providing single rates and those providing rate ranges for specified occupational classifications. Regionally, the proportion of workers paid time rates were 84 percent in the South, 70 percent in the North Central, and 56 percent in the Northeast. Formal wage plans providing rate ranges were more common than those providing single rates in the Northeast region; in the other two regions, however, single-rate plans were more common.

Establishments with collective bargaining agreements covering a majority of their production workers accounted for four-fifths of the industry's work force (table 15). Approximately seven-eighths of the workers in the Northeast and North Central regions and nearly three-eighths of the workers in the South were in such establishments. In each of the four industry branches for which separate data are provided, the proportions were slightly more than four-fifths in motor vehicle parts and accessories and automotive electrical engine parts, and three-fourths in the other two branches. The United Automobile, Aerospace and Agricultural Implement Workers of America was the major union in the industry. Establishments having contracts with locals of the international union employed slightly more than two-fifths of the production workers in the industry. Approximately 20 other unions had one agreement or more, either covering a majority of the production workers or particular departments or occupations.

Average Hourly Earnings

Straight-time earnings of the 186,684 production and related workers in motor vehicle parts establishments within scope of the survey averaged \$2.59 an hour in April 1963. Men, accounting for four-fifths of the employment, averaged \$2.72 an hour; women averaged \$2.01.

Earnings of workers in the North Central region, comprising three-fourths of the industry's employment, averaged \$2.68 an hour—10 cents more than the earnings of workers in the Northeast region and 86 cents more than those in the South¹⁴ (table 3). Averages in the four metropolitan areas of the North Central region for which data were tabulated separately were: \$2.91 in Cleveland, \$2.88 in Toledo, \$2.84 in Detroit, and \$2.29 in Chicago (tables 11 through 14). Of these areas, Chicago had the highest proportion of women, and the lowest proportion of workers covered by the terms of collective bargaining agreements.

Nationwide, workers in motor vehicle parts and accessories plants averaged \$2.65 an hour, compared with \$2.68 for workers in plants manufacturing automotive stampings; \$2.58 for those in plants manufacturing automotive pistons, piston rings, and carburetors, and \$2.11 for workers in plants producing electrical engine parts. In the North Central region and the South, workers in motor vehicle parts and accessories plants averaged substantially more than workers in the remaining segments of the industry. In the Northeast, however, the average for workers in motor vehicle parts and accessories plants was 9 cents an hour below the all-industry average.

Workers in plants employing 1,000 or more averaged \$2.93 an hour, nationally, compared with \$2.53 for those in plants with 500 but less than 1,000 workers and \$2.24 for workers in plants employing 50 but less than 500. This general relationship held in the Northeast and North Central regions; there were no plants in the South with as many as 1,000 workers.

Earnings of individual workers ranged from \$1.10 to more than \$4 an hour. Unlike the motor vehicle industry in which earnings of a large proportion of the workers were closely grouped (three-fifths earned between \$2.70 and \$2.90), earnings of workers in the motor vehicle parts industry were widely dispersed. The largest concentration within any 20-cent interval amounted to one-sixth (in the \$2.70 and \$2.90 interval). In the earnings array, earnings of the middle half of the parts workers fell within a range of \$2.17 to \$2.98. The index of dispersion (interquartile range divided by the median) was 31 percent, compared with 6 percent in the motor vehicles industry. Indexes of wage dispersion were 36 percent in the Northeast, 31 percent in the South, and 24 percent in the North Central region. Among the four areas studied separately, the indexes were: 37 percent in Chicago, 26 percent in Cleveland, and 17 percent in Detroit and Toledo. Nationwide, the wage dispersion index for the motor vehicle parts and accessories branch was 28 percent, compared with 55 percent in electrical engine parts plants, 41 percent in plants producing automotive stampings, and 24 percent in plants manufacturing automotive pistons, piston rings, and carburetors.

¹⁴ For definition of regions, see footnote 1 of table in appendix A.

Occupational Earnings

More than three-fifths of the industry's production and related workers were employed in the occupational classifications for which earnings data are presented in table 6. Nationwide averages for these jobs in April 1963 ranged from \$3.63 an hour for die sinkers (drop forge dies) to \$2.12 for routine (class C) assemblers. Tool and die makers, numerically the largest skilled job studied separately, averaged \$3.31 an hour. With the exception of carpenters who averaged \$2.90 an hour, averages for the skilled maintenance workers ranged from \$3.18 to \$3.24 an hour.

Nearly a sixth of the workers were employed as assemblers and slightly more than a tenth were machine-tool operators engaged in production work. Averages for assemblers ranged from \$2.90 an hour for a relatively small group (virtually all men) making complex or precision assemblies (class A) to \$2.12 for a much larger group of routine (class C) assemblers (dominated by women 3 to 2). Similarly, averages for machine-tool operators (production) ranged from \$3.10 for those performing class A work to \$2.55 for class C workers. Men largely dominated the machine-tool operator groups, especially classes A and B.

Highest occupational averages were usually recorded in the North Central region, although in a few instances averages in the Northeast were highest. Almost without exception, occupational averages were lowest in the South. Information on occupational earnings in Chicago, Cleveland, Detroit, and Toledo is provided in tables 11, 12, 13, and 14, respectively.

Occupational earnings data are provided separately for four major branches of the industry in table 7. Considering the wide variety of products manufactured, it is not surprising that there was a limited number of occupations common to all branches. Among the 21 men's jobs for which averages are reported in the four major branches, nationwide averages for 10 were highest in the motor vehicle parts and accessories branch, and for 7 in plants manufacturing automotive stampings. Lowest nationwide averages were nearly always recorded in the automotive electrical engine parts branch. The North Central was the only region for which separate data were recorded for each of the four major industry branches. Most commonly, occupational averages in this region were highest in the motor vehicle parts and accessories branch and lowest among plants manufacturing automotive electrical engine parts.

Occupational averages for three establishment-size groups are provided in table 8. Highest nationwide averages were nearly always recorded for establishments employing 1,000 or more persons, and averages in establishments with 500 but less than 1,000 employees were usually higher than those in establishments with fewer than 500 employees. This general relationship held in each of the regions for which data are provided.

Workers paid on an incentive basis nearly always earned substantially more than time-rated workers in the same job (table 9). The size of this wage differential varied considerably by occupation. Thus for men class A assemblers the nationwide difference amounted to only 12 cents an hour, compared with 99 cents for men class B assemblers. In the North Central region, the comparable differentials were 4 and 83 cents, respectively.

Earnings of individual workers also varied within the same job, location, and method of wage payment. In many instances, particularly for jobs paid on an incentive basis, hourly earnings of the highest paid workers exceeded those of the lowest paid in the same job and area by \$1 or more. Thus, some workers in a relatively low-paid job (as measured by the average for all workers) earned as much as some workers in jobs for which higher averages were recorded; this is illustrated in the following tabulation of the earnings of men material handling laborers and incentive-paid operators of light and medium punch presses in Detroit:

	Number of workers (men)	
	Material handling laborers	Punch-press operators, light and medium ¹
Average hourly earnings-----	\$2.59	\$3.14
Total -----	681	241
\$2.00 and under \$2.20 -----	44	-
\$2.20 and under \$2.40 -----	16	4
\$2.40 and under \$2.60 -----	307	20
\$2.60 and under \$2.80 -----	306	7
\$2.80 and under \$3.00 -----	-	13
\$3.00 and under \$3.20 -----	-	58
\$3.20 and under \$3.40 -----	4	135
\$3.40 and under \$3.60 -----	4	3
\$3.60 and over -----	-	1

¹ Data relate to incentive-paid workers.

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules, shift practices, and selected supplementary benefits including paid holidays and vacations; retirement plans; life insurance; sickness and accident insurance; hospitalization, surgical, and medical benefits; supplemental unemployment and short workweek benefits, technological severance pay, and moving allowances.

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week were in effect in April 1963 in establishments accounting for slightly more than nine-tenths of the production and office workers (table 16). Tabulations of scheduled weekly hours for the four branches of the parts industry studied separately, are provided in table 17.

Formal provisions for late-shift work were reported by establishments employing more than nine-tenths of the production workers in the industry (table 18). Virtually all of these plans provided for the payment of differentials over first-shift rates to workers employed on late shifts. The most common differentials for second-shift work were, in order of incidence (as measured by employment), 5 percent, 5 cents, and 10 cents. The more common third-shift differentials were 10 cents, 10 percent, and 12 cents. During April 1963, a fourth of the production workers were employed on second (evening) shifts; only 5 percent were employed on third or other late shifts (table 20). Tabulations of shift differential provisions and practices are provided separately for the major branches of the industry in tables 19 and 21, respectively.

Paid Holidays. Paid holidays were provided to both production and office workers by virtually all establishments (table 22). Nearly two-thirds of the workers received 6 full days plus 2 half days or 7 full days with pay annually. Holiday provisions for office workers were generally the same as those for production workers. Regionally, holiday provisions tended to be most liberal in the Northeast and least liberal in the South. Paid holiday provisions were also tabulated separately for four major branches of the industry (table 23).

Paid Vacations. Vacation pay was provided to production and office workers with qualifying periods of service by virtually all establishments (table 24). Provisions applying to the large majority of the production workers included 1 week's vacation pay after 1 year of service, 2 weeks after 5 years, and 3 weeks after 15 years; a fifth of these workers were in establishments providing 4 weeks' vacation pay after 25 years of service. Vacation provisions were usually more liberal for office workers than for production workers. Thus, three-fourths of the office workers, compared with only 3 percent of the production workers, were eligible for 2 weeks' vacation pay after 1 year of service. Variations by major industry branches are indicated in table 25.

Health, Insurance, and Pension Plans. Life, accidental death and dismemberment, hospitalization, surgical, medical, and sickness and accident insurance, for which employers paid at least part of the cost, were available to three-fourths or more of the production and office workers (table 26). Catastrophe (extended medical) insurance was available to nearly half of the office employees compared with only an eighth of the production workers. Regionally, most of the benefits studied were available to larger proportions of the workers in the North Central and Northeast than in the South. Differences in the proportions of workers in plants having these benefits in the four industry branches studied separately are indicated in table 27.

Retirement pension benefits (other than those available under Federal old-age, survivors, and disability insurance) were provided by plants employing about four-fifths of the production workers and a slightly larger proportion of those working in offices. Provisions for lump-sum retirement severance payments were also in effect in establishments employing about one-eighth of the production workers. Less than 5 percent of the office workers were in establishments providing such benefits to these workers.

Supplemental Unemployment Benefits. More than two-fifths (43 percent) of the production workers in the motor vehicle parts industry were in establishments having SUB plans (table 28). These plans, designed to provide greater income security to laid-off workers than available under State unemployment insurance systems, were usually patterned after those of the motor vehicle industry,¹⁵ although other types were reported. Nearly half of the production workers in the Northeast and North Central regions were in establishments having SUB plans; such plans were virtually nonexistent in the South. Among the four major industry branches, the proportions ranged from 48 percent in the automobile stamping branch to 37 percent in plants manufacturing automotive electrical engine parts (table 29). Approximately a tenth of the office employees were in establishments having SUB plans covering such employees. Regionally, the proportions were 20 percent in the Northeast, 7 percent in the North Central, and less than 5 percent in the South.

¹⁵ Op. cit., footnote 12.

Short Workweek Benefits. Establishments employing approximately three-tenths of the production workers had provisions for short workweek benefits ¹⁶ (table 28). Approximately one-third of the workers in the Northeast and North Central regions were employed by such establishments; in the South, however, the proportion was less than 5 percent. The incidence of this provision varied somewhat by industry branch (table 29). Nationwide, only about 5 percent of the office workers were in establishments providing these benefits to such employees.

Moving Allowances and Technological Severance Pay. Moving allowances for production workers involuntarily transferred from one plant to another as the result of plant or department closings were provided by companies employing an eighth of the workers. Only about 5 percent of the office employees were covered by such benefits.

Approximately 5 percent of the production and office employees were in establishments having formal plans providing lump-sum payments to eligible employees separated from employment because of plant closings or force reduction.

¹⁶ Short workweek benefit plans, for purposes of this study, were limited to formal plans providing company payments to employees working less than 40 hours a week but available for work.

Table 3. Motor Vehicle Parts: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers, United States and selected regions, April 1963)

Item	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers-----	186,684	\$2.59	26,337	\$2.58	141,205	\$2.68	15,995	\$1.82
Men-----	151,756	2.72	19,287	2.77	118,003	2.80	11,849	1.93
Women-----	34,928	2.01	7,050	2.05	23,202	2.10	4,146	1.52
Size of community:								
Metropolitan areas ³ -----	137,410	2.71	22,721	2.60	105,985	2.78	-	-
Nonmetropolitan areas-----	49,274	2.25	-	-	-	-	-	-
Size of establishment:								
50-499 workers-----	71,088	2.24	9,673	2.12	47,949	2.35	10,781	1.82
500-999 workers-----	34,949	2.53	3,245	2.33	26,028	2.69	-	-
1,000 or more workers-----	80,647	2.93	13,419	2.97	67,228	2.92	-	-
Selected industry branches: ⁴								
Motor vehicle parts and accessories (part of SIC 3714)-----	124,999	2.65	13,652	2.49	98,864	2.75	10,234	1.95
Automotive stampings (part of SIC 3461)-----	22,151	2.68	-	-	14,320	2.68	-	-
Automotive pistons, piston rings, and carburetors (part of SIC 3599)-----	15,094	2.58			12,501	2.69		
Automotive electrical engine parts (part of SIC 3694)-----	13,270	2.11			8,671	2.04		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for the western region in addition to those shown separately.³ The term "metropolitan areas" used in this study refers to the Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget.⁴ Establishments were classified on the basis of the major type(s) of product(s) manufactured. The "all production workers" total shown above includes data for establishments producing other types of parts in addition to those shown separately. For definition of industry branches, see appendix A. This survey was limited to independent manufacturers of motor vehicle parts and excluded plants owned and operated by motor vehicle companies.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 4. Motor Vehicle Parts: Earnings Distribution—All Industry Branches

(Percent distribution of production workers by average straight-time hourly earnings,¹
United States and selected regions, April 1963)

Average hourly earnings ¹	United States ²			Northeast	North Central	South
	Total	Men	Women			
\$1.10 and under \$1.20-----	0.4	0.2	0.9	-	0.2	1.9
\$1.20 and under \$1.30-----	1.3	.8	3.5	0.5	.6	8.2
\$1.30 and under \$1.40-----	1.5	.8	4.8	1.9	.8	5.8
\$1.40 and under \$1.50-----	2.9	1.2	10.3	1.6	1.7	15.7
\$1.50 and under \$1.60-----	2.7	1.7	7.1	2.4	1.7	12.0
\$1.60 and under \$1.70-----	2.9	1.7	8.4	4.7	2.0	7.9
\$1.70 and under \$1.80-----	2.5	1.5	6.7	4.9	1.3	8.3
\$1.80 and under \$1.90-----	2.6	2.2	4.1	3.0	1.6	10.9
\$1.90 and under \$2.00-----	2.8	1.8	7.4	2.7	2.6	5.4
\$2.00 and under \$2.10-----	3.2	2.4	6.6	3.6	3.2	2.8
\$2.10 and under \$2.20-----	3.0	2.8	4.2	5.2	2.6	2.2
\$2.20 and under \$2.30-----	3.4	3.5	3.0	3.1	3.4	2.5
\$2.30 and under \$2.40-----	4.1	4.1	4.0	3.8	4.3	2.5
\$2.40 and under \$2.50-----	5.8	5.7	6.2	5.2	6.3	1.8
\$2.50 and under \$2.60-----	7.6	7.6	7.6	6.4	8.3	2.6
\$2.60 and under \$2.70-----	7.8	8.6	4.3	7.0	8.7	1.2
\$2.70 and under \$2.80-----	8.1	9.1	3.7	5.6	9.4	1.3
\$2.80 and under \$2.90-----	8.6	9.9	2.9	7.0	9.8	1.0
\$2.90 and under \$3.00-----	4.9	5.7	1.4	5.0	5.3	1.1
\$3.00 and under \$3.10-----	3.6	4.2	.9	3.4	3.9	.8
\$3.10 and under \$3.20-----	3.4	4.0	.9	4.2	3.5	1.1
\$3.20 and under \$3.30-----	3.2	3.8	.6	4.4	3.3	.7
\$3.30 and under \$3.40-----	3.2	3.9	.3	3.3	3.6	.5
\$3.40 and under \$3.50-----	3.4	4.1	.2	4.0	3.7	.4
\$3.50 and under \$3.60-----	2.3	2.8	.1	1.6	2.7	.2
\$3.60 and under \$3.70-----	1.6	1.9	(³)	1.7	1.7	.3
\$3.70 and under \$3.80-----	.8	1.0	.1	.9	.8	.3
\$3.80 and under \$3.90-----	.7	.8	.1	1.2	.7	.3
\$3.90 and under \$4.00-----	.5	.6	-	.9	.4	.2
\$4.00 and over-----	1.5	1.8	(³)	.8	1.7	.5
Total-----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	186,684	151,756	34,928	26,337	141,205	15,995
Average hourly earnings ¹ -----	\$2.59	\$2.72	\$2.01	\$2.58	\$2.68	\$1.82

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for the western region in addition to those shown separately.

³ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 5. Motor Vehicle Parts: Earnings Distribution—Selected Industry Branches

(Percent distribution of production workers by average straight-time hourly earnings,¹ United States and selected regions, April 1963)

Average hourly earnings ¹	Motor vehicle parts and accessories ²				Automotive stampings ²		Automotive pistons, piston rings, and carburetors ²		Automotive electrical engine parts ²	
	United States ³	Northeast	North Central	South	United States ³	North Central	United States ³	North Central	United States ³	North Central
\$1.10 and under \$1.20-----	0.3	-	0.2	1.7	0.7	1.0	-	-	0.4	(⁴)
\$1.20 and under \$1.30-----	.8	0.6	.6	3.0	3.4	1.6	-	-	2.0	0.5
\$1.30 and under \$1.40-----	1.3	2.4	.9	2.1	2.8	1.2	-	-	1.5	1.1
\$1.40 and under \$1.50-----	2.3	1.6	1.1	15.0	1.9	.6	-	-	12.7	13.2
\$1.50 and under \$1.60-----	2.3	1.2	1.1	14.4	2.0	.5	-	-	12.1	14.0
\$1.60 and under \$1.70-----	2.9	5.0	1.8	10.7	.9	.8	0.3	(⁴)	8.2	10.2
\$1.70 and under \$1.80-----	1.9	5.4	1.1	5.1	1.1	.7	4.5	0.2	5.2	6.3
\$1.80 and under \$1.90-----	2.1	3.7	1.4	7.3	2.8	2.0	5.2	.7	2.8	3.2
\$1.90 and under \$2.00-----	2.5	2.7	1.9	7.3	2.6	3.5	3.4	3.4	5.6	8.0
\$2.00 and under \$2.10-----	3.0	4.5	2.8	2.5	3.4	4.8	4.5	3.8	3.9	5.4
\$2.10 and under \$2.20-----	2.6	7.3	1.9	3.1	4.6	6.6	3.8	2.6	2.9	3.7
\$2.20 and under \$2.30-----	3.2	3.2	3.1	3.6	4.2	5.6	4.6	3.8	1.7	1.7
\$2.30 and under \$2.40-----	3.3	4.0	3.2	3.6	5.9	8.4	5.9	6.6	3.4	3.3
\$2.40 and under \$2.50-----	5.9	5.5	6.3	2.7	4.0	4.5	7.5	8.2	3.5	2.4
\$2.50 and under \$2.60-----	8.2	6.6	8.8	3.8	5.0	5.9	6.7	7.7	4.6	2.6
\$2.60 and under \$2.70-----	7.8	6.5	8.5	1.7	6.4	8.7	11.3	13.2	7.9	4.8
\$2.70 and under \$2.80-----	8.9	6.0	10.1	1.9	4.7	4.3	9.7	11.6	6.2	6.9
\$2.80 and under \$2.90-----	9.3	8.7	10.3	1.4	8.5	11.1	8.7	10.3	3.1	2.8
\$2.90 and under \$3.00-----	5.1	6.1	5.4	1.3	2.7	2.7	8.0	8.8	3.4	3.3
\$3.00 and under \$3.10-----	4.0	3.9	4.2	1.3	1.5	1.4	4.9	5.9	2.8	2.5
\$3.10 and under \$3.20-----	3.7	3.7	3.9	1.4	2.9	1.9	3.5	4.2	2.3	1.2
\$3.20 and under \$3.30-----	3.3	3.0	3.6	1.1	4.6	3.1	2.6	3.1	2.1	1.5
\$3.30 and under \$3.40-----	3.8	2.6	4.3	.8	4.2	3.3	1.4	1.7	.5	.2
\$3.40 and under \$3.50-----	3.9	2.2	4.5	.6	4.7	2.8	1.5	1.8	.8	.4
\$3.50 and under \$3.60-----	2.6	1.4	3.1	.4	2.9	3.0	.9	1.1	.5	.6
\$3.60 and under \$3.70-----	1.9	1.2	2.2	.4	2.2	1.4	.5	.6	-	-
\$3.70 and under \$3.80-----	.8	.4	1.0	.4	1.6	1.2	.2	.3	(⁴)	(⁴)
\$3.80 and under \$3.90-----	.7	.2	.8	.4	1.8	.9	.1	.1	(⁴)	(⁴)
\$3.90 and under \$4.00-----	.4	.1	.5	.3	1.4	.6	.1	.1	-	-
\$4.00 and over-----	1.3	.2	1.6	.8	4.5	5.8	.2	.2	-	-
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	124,999	13,652	98,864	10,234	22,151	14,320	15,094	12,501	13,270	8,671
Men-----	107,397	9,871	87,205	8,491	18,448	11,647	11,548	9,824	6,517	3,695
Women-----	17,602	3,781	11,659	1,743	3,703	2,673	3,546	2,677	6,753	4,976
Average hourly earnings ¹ -----	\$2.65	\$2.49	\$2.75	\$1.95	\$2.68	\$2.68	\$2.58	\$2.69	\$2.11	\$2.04
Men-----	2.75	2.65	2.83	2.03	2.82	2.82	2.66	2.75	2.42	2.40
Women-----	2.04	2.05	2.14	1.54	1.95	2.08	2.33	2.47	1.82	1.77

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² For definition of industry branches, see appendix A.

³ Includes data for region(s) in addition to those shown separately.

⁴ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 6. Motor Vehicle Parts: Occupational Averages—All Industry Branches

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and sex	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, class A (1,154 men and 14 women) -----	1,168	\$2.90	201	\$2.57	838	\$2.99	129	\$2.82
Assemblers, class B -----	6,882	2.81	928	3.19	4,993	2.82	639	2.07
Men -----	5,142	3.04	729	3.35	3,501	3.14	590	2.12
Women -----	1,740	2.12	199	2.63	1,492	2.07	49	1.51
Assemblers, class C -----	20,350	2.12	3,447	2.11	13,400	2.27	3,418	1.53
Men -----	8,041	2.40	773	2.89	5,769	2.55	1,456	1.53
Women -----	12,309	1.94	2,674	1.89	7,631	2.06	1,962	1.52
Carpenters, maintenance (all men) -----	204	2.90	51	2.71	132	3.05	11	2.24
Checkers, receiving and shipping -----	1,009	2.41	221	2.41	677	2.51	102	1.71
Men -----	950	2.44	214	2.43	643	2.53	84	1.75
Die sinkers, drop forge dies (all men) -----	254	3.63	-	-	98	3.94	-	-
Electricians, maintenance (all men) -----	1,536	3.19	214	3.04	1,232	3.25	76	2.61
General foundry laborers (all men) -----	466	2.44	-	-	453	2.45	-	-
Guards (863 men and 7 women) -----	870	2.35	113	2.35	694	2.43	63	1.47
Heat treaters, class A (all men) -----	375	2.90	29	2.88	307	2.93	18	2.66
Heat treaters, class B (1,084 men and 3 women) -----	1,087	2.71	70	2.39	930	2.79	74	1.98
Helpers, maintenance trades (all men) -----	285	2.30	51	2.17	183	2.45	23	1.88
Inspectors, class A (1,279 men and 29 women) -----	1,308	2.92	197	2.72	1,048	2.98	54	2.51
Inspectors, class B -----	3,788	2.66	362	2.65	3,107	2.70	189	2.11
Men -----	3,406	2.70	309	2.69	2,798	2.75	187	2.11
Women -----	382	2.29	53	2.42	309	2.29	-	-
Inspectors, class C -----	6,239	2.40	805	2.11	5,059	2.49	352	1.80
Men -----	2,943	2.57	115	2.19	2,614	2.64	211	1.93
Women -----	3,296	2.24	690	2.09	2,445	2.32	141	1.59
Janitors, porters, or cleaners -----	3,143	2.25	341	2.19	2,467	2.33	265	1.61
Men -----	2,954	2.25	305	2.17	2,319	2.34	260	1.62
Women -----	189	2.20	36	2.32	148	2.21	-	-
Laborers, material handling (5,922 men and 61 women) -----	5,983	2.23	847	2.05	4,387	2.36	699	1.69
Machine repairmen (all men) -----	2,395	3.06	204	2.92	2,010	3.13	135	2.22
Machine-tool operators, production, class A ³ (5,335 men and 40 women) -----	5,375	3.10	756	2.85	4,121	3.16	381	2.96
Automatic-lathe operators, class A (all men) -----	860	3.08	77	2.95	711	3.10	-	-
Drill-press operators, radial, class A (all men) -----	103	3.00	-	-	97	2.99	-	-
Drill-press operators, single- or multiple-spindle, class A (444 men and 11 women) -----	455	3.26	81	2.83	334	3.33	-	-
Engine-lathe operators, class A (198 men and 3 women) -----	201	3.57	-	-	-	-	-	-
Grinding-machine operators, class A (all men) -----	1,391	3.01	142	2.86	1,021	3.09	-	-
Milling-machine operators, class A (271 men and 14 women) -----	285	3.21	29	3.05	226	3.24	-	-
Screw-machine operators, automatic, class A (all men) -----	678	2.89	178	2.69	493	2.98	-	-
Turret-lathe operators, hand (including hand screw machine), class A (603 men and 2 women) -----	605	3.18	95	2.93	479	3.23	-	-
Machine-tool operators, production, class B ³ -----	9,688	2.86	1,240	2.72	7,951	2.91	443	2.26
Men -----	9,512	2.86	1,089	2.74	7,929	2.91	440	2.27
Women -----	176	2.60	151	2.61	22	2.68	-	-
Automatic-lathe operators, class B (all men) -----	1,696	2.86	135	2.47	1,525	2.90	-	-
Drill-press operators, radial, class B (all men) -----	146	3.14	-	-	135	3.18	-	-
Drill-press operators, single- or multiple-spindle, class B -----	861	2.82	180	2.61	610	2.94	-	-
Men -----	786	2.84	105	2.66	610	2.94	-	-
Women -----	75	2.54	75	2.54	-	-	-	-
Engine-lathe operators, class B (all men) -----	509	2.70	6	2.62	473	2.70	-	-
Grinding-machine operators, class B (2,200 men and 16 women) -----	2,216	2.84	317	2.80	1,754	2.90	145	2.16
Milling-machine operators, class B (623 men and 7 women) -----	630	2.97	44	2.94	556	2.97	-	-
Screw-machine operators, automatic, class B (all men) -----	1,159	2.90	311	2.87	798	2.98	50	1.97
Turret-lathe operators, hand (including hand screw machine), class B (all men) -----	744	2.83	73	2.44	656	2.89	-	-

See footnotes at end of table.

Table 6. Motor Vehicle Parts: Occupational Averages—All Industry Branches—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and sex	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Machine-tool operators, production, class C ³	6,747	\$2.55	765	\$2.39	4,820	\$2.77	954	\$1.65
Men	5,254	2.63	150	2.45	4,183	2.82	731	1.71
Women	1,493	2.25	615	2.37	637	2.41	-	-
Automatic-lathe operators, class C	548	2.82	-	-	414	3.03	-	-
Men	493	2.86	-	-	414	3.03	-	-
Drill-press operators, radial, class C	-	-	-	-	-	-	-	-
(280 men and 20 women)	300	2.71	-	-	300	2.71	-	-
Drill-press operators, single- or multiple-spindle, class C	2,129	2.38	95	2.02	1,609	2.64	-	-
Men	1,270	2.57	24	2.46	1,034	2.78	203	1.52
Women	859	2.11	71	1.87	575	2.39	-	-
Grinding-machine operators, class C	-	-	-	-	-	-	-	-
(650 men and 14 women)	664	2.59	-	-	563	2.70	56	1.69
Milling-machine operators, class C	417	2.53	-	-	288	2.74	-	-
Men	329	2.66	84	2.08	255	2.74	-	-
Women	88	2.07	55	1.70	33	2.70	-	-
Screw-machine operators, automatic, class C	-	-	-	-	-	-	-	-
(227 men and 20 women)	247	2.34	52	1.84	131	2.88	-	-
Turret-lathe operators, hand (including hand screw machine), class C (350 men and 6 women)	356	2.80	-	-	345	2.83	-	-
Machine-tool operators, toolroom (all men)	2,536	3.24	355	2.92	2,107	3.32	55	2.23
Metal finishers (all men)	317	3.06	-	-	303	3.05	-	-
Millwrights (all men)	1,215	3.12	123	3.08	1,049	3.14	43	2.77
Molders, machine (509 men and 15 women)	524	2.98	-	-	493	3.03	-	-
Pattermakers, metal and wood (all men)	90	3.24	-	-	43	2.99	-	-
Pipefitters, maintenance (all men)	538	3.24	77	3.12	455	3.27	6	2.55
Polishing- and buffing-machine operators	1,914	2.41	116	2.71	1,276	2.66	510	1.72
Men	1,740	2.41	116	2.71	1,102	2.69	510	1.72
Women	174	2.42	-	-	174	2.42	-	-
Punch-press operators, light and medium	10,676	2.40	835	2.39	8,852	2.48	849	1.56
Men	7,348	2.58	535	2.54	6,471	2.60	202	1.88
Women	3,328	2.02	300	2.11	2,381	2.16	647	1.46
Punch-press operators, heavy (double crank or toggle)	-	-	-	-	-	-	-	-
(2,869 men and 72 women)	2,941	3.14	518	3.26	2,335	3.16	67	1.84
Receiving clerks (all men)	212	2.32	25	2.16	147	2.43	29	2.12
Sheet-metal workers, maintenance (tinsmiths)	-	-	-	-	-	-	-	-
(all men)	113	3.18	14	2.91	99	3.22	-	-
Shipping clerks (287 men and 3 women)	290	2.38	54	2.18	187	2.53	35	1.98
Shipping and receiving clerks (190 men and 9 women)	199	2.51	16	2.38	155	2.55	28	2.36
Timekeepers	620	2.47	46	2.21	529	2.54	45	1.89
Men	489	2.57	25	2.34	440	2.60	24	2.19
Women	131	2.11	21	2.04	89	2.26	21	1.55
Tool and die makers (all men)	5,037	3.31	1,076	3.21	3,634	3.37	259	2.86
Truckdrivers (all men)	744	2.43	77	2.32	586	2.53	64	1.71
Truckers, power (3,224 men and 2 women)	3,226	2.49	164	2.46	2,874	2.53	148	1.80
Welders, hand (3,585 men and 61 women)	3,646	3.09	227	2.95	3,325	3.12	67	2.49
Welders, machine (resistance)	3,290	2.47	-	-	2,508	2.46	347	1.98
Men	2,862	2.53	-	-	2,256	2.50	197	2.11
Women	428	2.05	-	-	252	2.15	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for the western region in addition to those shown separately.³ Includes data for operators of other machine tools in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 7. Motor Vehicle Parts: Occupational Averages—Selected Industry Branches

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and sex	Motor vehicle parts and accessories ²								Automotive stampings ²				Automotive pistons, piston rings, and carburetors ²				Automotive electrical engine parts ²			
	United States ³		North-east		North Central		South		United States ³		North Central		United States ³		North Central		United States ³		North Central	
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings
Men																				
Assemblers, class A-----	1,102	\$2.86	198	\$2.57	775	\$2.94	129	\$2.82	-	-	-	-	-	-	-	-	-	-	-	-
Assemblers, class B-----	3,535	2.93	242	2.76	2,447	3.10	542	2.19	1,133	\$3.65	746	\$3.53	-	-	-	-	292	\$2.06	192	\$2.19
Assemblers, class C-----	5,890	2.41	384	2.80	4,528	2.56	938	1.54	425	3.21	-	-	259	\$2.02	59	\$2.45	462	1.82	-	-
Carpenters, maintenance-----	126	2.92	-	-	87	3.14	9	2.20	32	3.00	23	2.97	15	2.81	10	2.91	-	-	-	-
Checkers, receiving and shipping-----	607	2.51	104	2.40	443	2.61	51	1.91	104	2.30	69	2.36	67	2.36	51	2.42	61	2.37	32	2.30
Electricians, maintenance-----	1,107	3.21	103	2.92	933	3.28	60	2.61	202	3.30	130	3.32	116	3.09	104	3.13	47	3.02	26	2.92
General foundry laborers-----	374	2.46	-	-	374	2.46	-	-	-	-	-	-	92	2.38	79	2.42	-	-	-	-
Guards-----	670	2.36	73	2.30	548	2.45	49	1.45	52	2.34	41	2.30	69	2.43	65	2.46	28	2.25	-	-
Heat treaters, class A-----	298	2.94	16	2.75	250	2.96	14	2.80	9	3.19	-	-	28	2.63	21	2.76	-	-	-	-
Heat treaters, class B-----	812	2.76	57	2.37	704	2.85	51	1.99	-	-	-	-	141	2.45	105	2.55	-	-	-	-
Helpers, maintenance trades-----	229	2.28	35	2.18	151	2.44	23	1.88	-	-	-	-	33	2.41	21	2.55	-	-	-	-
Inspectors, class A-----	1,069	2.94	146	2.60	874	3.01	49	2.57	81	2.97	65	2.86	73	2.84	68	2.86	35	2.75	16	2.74
Inspectors, class B-----	2,511	2.73	107	2.51	2,183	2.78	112	2.20	239	2.72	169	2.70	361	2.51	308	2.59	-	-	-	-
Inspectors, class C-----	2,289	2.59	93	2.13	2,005	2.67	179	1.99	114	2.39	96	2.45	272	2.57	269	2.57	-	-	-	-
Janitors, porters, or cleaners-----	2,084	2.28	148	2.06	1,692	2.39	179	1.67	282	2.20	177	2.24	276	2.22	231	2.30	170	2.07	109	2.08
Laborers, material handling-----	4,291	2.26	530	1.99	3,140	2.40	578	1.71	484	2.37	313	2.39	416	2.20	338	2.27	425	1.95	280	2.03
Machine repairmen-----	1,714	3.11	116	2.92	1,451	3.19	111	2.27	200	2.99	166	3.05	238	3.05	216	3.09	114	2.55	82	2.38
Machine-tool operators, production, class A ⁴ -----	4,592	3.14	540	2.89	3,554	3.20	381	2.96	49	3.27	-	-	551	2.95	497	2.96	106	2.51	-	-
Automatic-lathe operators, class A-----	856	3.08	73	2.94	711	3.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Drill-press operators, single- or multiple-spindle, class A-----	435	3.28	74	2.85	321	3.34	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grinding-machine operators, class A-----	1,056	3.04	111	2.83	717	3.17	-	-	-	-	-	-	301	2.94	271	2.93	-	-	-	-
Milling-machine operators, class A-----	262	3.24	21	3.20	211	3.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Screw-machine operators, automatic, class A-----	418	2.93	100	2.94	311	2.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, production, class B ⁴ -----	7,006	2.87	698	2.66	5,821	2.95	433	2.27	-	-	-	-	1,915	2.77	1,874	2.77	454	2.93	-	-
Automatic-lathe operators, class B-----	1,422	2.88	-	-	1,306	2.92	-	-	-	-	-	-	239	2.74	198	2.78	30	2.94	-	-
Drill-press operators, single- or multiple-spindle, class B-----	527	2.73	89	2.63	367	2.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Engine-lathe operators, class B-----	71	2.80	-	-	38	2.78	-	-	-	-	-	-	434	2.69	434	2.69	-	-	-	-
Grinding-machine operators, class B-----	1,549	2.85	285	2.78	1,120	2.95	144	2.16	-	-	-	-	590	2.80	590	2.80	-	-	-	-
Milling-machine operators, class B-----	517	3.01	28	3.06	459	3.01	-	-	-	-	-	-	82	2.76	82	2.76	-	-	-	-
Screw-machine operators, automatic, class B-----	800	2.85	91	2.58	666	2.94	43	1.97	-	-	-	-	58	3.37	58	3.37	301	2.97	-	-
Turret-lathe operators, hand (including hand screw machine), class B-----	691	2.84	48	2.58	628	2.88	-	-	-	-	-	-	12	2.78	12	2.78	36	2.54	-	-
Machine-tool operators, production, class C ⁴ -----	3,937	2.71	117	2.48	3,325	2.87	396	1.59	66	2.36	59	2.30	891	2.40	510	2.73	296	2.36	245	2.50
Automatic-lathe operators, class C-----	373	2.90	-	-	320	3.05	-	-	-	-	-	-	103	2.87	87	2.97	-	-	-	-
Drill-press operators, single- or multiple-spindle, class C-----	1,104	2.58	-	-	892	2.82	-	-	55	2.35	48	2.29	41	2.78	41	2.78	39	2.19	-	-
Grinding-machine operators, class C-----	382	2.61	-	-	332	2.72	39	1.68	-	-	-	-	200	2.61	180	2.65	40	2.40	-	-
Milling-machine operators, class C-----	249	2.65	-	-	175	2.77	-	-	-	-	-	-	-	-	-	-	24	2.35	24	2.35
Screw-machine operators, automatic, class C-----	164	2.46	28	1.98	84	3.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom-----	1,782	3.28	207	2.72	1,536	3.36	22	2.75	406	3.27	235	3.47	286	3.01	282	3.02	45	2.91	37	3.04
Metal finishers-----	136	2.63	-	-	136	2.63	-	-	139	3.63	125	3.66	-	-	-	-	-	-	-	-
Millwrights-----	933	3.12	40	2.96	855	3.14	38	2.80	147	3.22	82	3.17	52	3.08	50	3.11	52	3.01	-	-
Molders, machine-----	387	3.10	-	-	387	3.10	-	-	-	-	-	-	122	2.79	106	2.76	-	-	-	-
Pipefitters-----	401	3.29	16	2.86	381	3.32	-	-	55	3.20	-	-	48	2.99	46	3.02	-	-	-	-
Polishing- and buffing-machine operators-----	816	2.63	92	2.64	642	2.61	82	2.86	574	1.83	132	2.83	71	2.69	71	2.69	-	-	-	-
Punch-press operators, light and medium-----	4,305	2.67	280	2.70	3,794	2.69	141	2.02	2,190	2.40	2,083	2.43	234	2.70	210	2.76	187	2.39	106	2.32
Punch-press operators, heavy (double crank or toggle)-----	1,345	3.15	19	2.66	1,283	3.19	-	-	1,422	3.19	977	3.16	-	-	-	-	-	-	-	-
Receiving clerks-----	122	2.37	18	2.15	74	2.55	21	2.26	21	2.40	20	2.43	17	2.34	11	2.48	32	2.12	28	2.11

See footnotes at end of table.

Table 7. Motor Vehicle Parts: Occupational Averages—Selected Industry Branches—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and sex	Motor vehicle parts and accessories ²								Automotive stampings ²				Automotive pistons, piston rings, and carburetors ²				Automotive electrical engine parts ²			
	United States ³		North-east		North Central		South		United States ³		North Central		United States ³		North Central		United States ³		North Central	
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings
Men—Continued																				
Sheet-metal workers, maintenance (tinsmiths) -----	76	\$3.25	-	-	71	\$3.27	-	-	-	-	-	-	24	\$3.02	24	\$3.02	-	-	-	-
Shipping clerks -----	175	2.46	27	\$2.40	118	2.56	21	\$2.16	34	\$2.31	25	\$2.55	26	2.36	14	2.60	37	\$2.14	21	\$2.35
Shipping and receiving clerks -----	121	2.66	-	-	91	2.70	19	2.64	42	2.33	36	2.43	10	2.28	10	2.28	10	1.95	6	2.01
Timekeepers -----	297	2.64	-	-	259	2.70	20	2.21	88	2.32	81	2.27	16	2.25	12	2.30	-	-	-	-
Tool and die makers -----	2,902	3.36	428	3.13	2,285	3.43	133	2.95	1,343	3.29	828	3.29	303	3.25	246	3.33	227	3.08	118	3.06
Truckdrivers -----	548	2.46	45	2.26	435	2.57	49	1.74	116	2.45	94	2.46	24	2.32	15	2.52	31	2.14	18	2.21
Truckers, power -----	2,433	2.51	99	2.51	2,181	2.56	124	1.81	491	2.42	422	2.45	107	2.43	90	2.48	36	2.40	36	2.40
Welders, hand -----	3,199	3.09	-	-	2,940	3.12	64	2.47	328	3.19	276	3.21	28	3.01	28	3.01	-	-	-	-
Welders, machine (resistance) -----	2,109	2.50	-	-	1,527	2.42	191	2.12	514	2.68	504	2.70	41	2.75	39	2.77	19	2.25	7	2.27
Women																				
Assemblers, class B -----	876	2.13	94	2.57	749	2.10	-	-	-	-	-	-	-	-	-	-	468	1.61	442	1.63
Assemblers, class C -----	7,186	1.92	1,419	1.79	4,819	2.04	936	1.49	-	-	-	-	780	2.25	-	-	2,764	1.89	1,574	1.89
Inspectors, class B -----	144	2.51	21	2.55	121	2.52	-	-	-	-	-	-	176	2.26	136	2.27	-	-	-	-
Inspectors, class C -----	1,688	2.32	384	2.15	1,290	2.37	-	-	87	1.79	-	-	914	2.31	810	2.36	350	2.02	245	2.01
Janitors, porters, or cleaners -----	135	2.23	-	-	116	2.24	-	-	18	2.33	8	2.19	16	2.00	10	2.07	11	2.09	7	1.93
Machine-tool operators, production, class B -----	109	2.62	103	2.62	-	-	-	-	-	-	-	-	19	2.55	19	2.55	-	-	-	-
Machine-tool operators, production, class C ⁴ -----	970	2.17	-	-	284	2.20	-	-	-	-	-	-	-	-	-	-	128	1.66	42	1.68
Drill-press operators, single- or multiple-spindle, class C -----	523	1.82	-	-	250	2.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Punch-press operators, light and medium -----	1,368	2.20	206	2.19	1,073	2.23	-	-	1,275	1.87	731	2.23	77	2.27	-	-	396	1.62	346	1.62
Timekeepers -----	84	2.30	-	-	65	2.39	-	-	-	-	-	-	15	1.87	15	1.87	-	-	-	-
Welders, machine (resistance) -----	261	2.21	-	-	159	2.39	-	-	124	1.56	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² For definition of industry branches, see appendix A.³ Includes data for region(s) in addition to those shown separately.⁴ Includes workers in classifications in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 8. Motor Vehicle Parts: Occupational Averages—By Size of Establishment

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and size of establishment	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>								
Assemblers, class B:								
50-499 workers.....	2,048	\$2.49	204	\$2.69	932	\$2.51	590	\$2.12
500-999 workers.....	464	2.90	-	-	434	2.89	-	-
1,000 or more workers.....	2,630	3.50	-	-	2,135	3.46	-	-
Assemblers, class C:								
50-499 workers.....	3,157	1.99	305	2.23	2,106	2.14	703	1.39
500-999 workers.....	2,530	2.52	-	-	1,685	2.88	753	1.66
1,000 or more workers.....	2,354	2.81	-	-	1,978	2.70	-	-
Carpenters, maintenance:								
50-499 workers.....	72	2.61	25	2.42	34	2.80	-	-
500-999 workers.....	47	2.84	10	2.89	29	2.98	7	2.14
1,000 or more workers.....	85	3.17	16	3.03	69	3.21	-	-
Checkers, receiving and shipping:								
50-499 workers.....	342	2.19	78	2.24	190	2.31	65	1.75
500-999 workers.....	261	2.56	40	2.50	202	2.65	19	1.75
1,000 or more workers.....	347	2.60	96	2.56	251	2.61	-	-
Electricians, maintenance:								
50-499 workers.....	341	2.82	57	2.58	225	2.92	48	2.57
500-999 workers.....	302	3.17	34	3.20	237	3.23	28	2.66
1,000 or more workers.....	893	3.33	123	3.21	770	3.35	-	-
Guards:								
50-499 workers.....	257	2.02	-	-	184	2.15	44	1.44
500-999 workers.....	107	2.36	-	-	88	2.54	19	1.54
1,000 or more workers.....	499	2.52	77	2.48	422	2.53	-	-
Heat treaters, class A:								
50-499 workers.....	56	2.81	-	-	21	2.77	-	-
500-999 workers.....	83	2.68	-	-	72	2.76	-	-
1,000 or more workers.....	236	3.00	22	3.03	214	3.00	-	-
Heat treaters, class B:								
50-499 workers.....	266	2.43	-	-	177	2.61	-	-
500-999 workers.....	341	2.64	-	-	285	2.71	-	-
1,000 or more workers.....	477	2.91	-	-	465	2.92	-	-
Helpers, maintenance trades:								
50-499 workers.....	119	2.09	31	2.11	46	2.29	22	1.90
500-999 workers.....	60	2.29	-	-	41	2.38	-	-
1,000 or more workers.....	106	2.55	-	-	96	2.55	-	-
Inspectors, class A:								
50-499 workers.....	298	2.65	68	2.53	182	2.71	48	2.56
500-999 workers.....	207	3.06	-	-	186	3.12	-	-
1,000 or more workers.....	774	3.00	102	2.83	672	3.02	-	-
Inspectors, class B:								
50-499 workers.....	995	2.41	47	2.31	727	2.46	112	2.17
500-999 workers.....	803	2.85	33	2.61	692	2.95	75	2.02
1,000 or more workers.....	1,651	2.80	229	2.78	1,422	2.80	-	-
Inspectors, class C:								
50-499 workers.....	772	2.28	77	2.09	591	2.40	104	1.75
500-999 workers.....	763	2.65	22	2.30	631	2.76	107	2.11
1,000 or more workers.....	1,408	2.69	16	2.55	1,392	2.69	-	-
Janitors, porters, or cleaners:								
50-499 workers.....	1,034	1.97	114	1.92	670	2.09	185	1.60
500-999 workers.....	632	2.30	29	2.08	523	2.41	75	1.67
1,000 or more workers.....	1,288	2.45	162	2.36	1,126	2.46	-	-
Laborers, material handling:								
50-499 workers.....	2,535	1.99	542	1.82	1,491	2.13	458	1.69
500-999 workers.....	1,240	2.25	33	2.04	960	2.40	241	1.70
1,000 or more workers.....	2,147	2.52	272	2.49	1,875	2.52	-	-
Machine repairmen:								
50-499 workers.....	701	2.61	61	2.49	518	2.65	80	2.23
500-999 workers.....	567	3.15	55	3.16	453	3.26	55	2.22
1,000 or more workers.....	1,127	3.29	88	3.07	1,039	3.31	-	-

See footnotes at end of table.

Table 8. Motor Vehicle Parts: Occupational Averages—By Size of Establishment—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and size of establishment	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men—Continued</u>								
Machine-tool operators, production, class A: ³								
50-499 workers	1,307	\$2.75	248	\$2.50	584	\$2.63	358	\$3.02
500-999 workers	426	2.88	-	-	263	2.96	-	-
1,000 or more workers	3,602	3.26	358	3.10	3,244	3.27	-	-
Grinding-machine operators, class A:								
50-499 workers	406	2.75	-	-	138	2.92	-	-
500-999 workers	196	2.88	-	-	137	2.90	-	-
1,000 or more workers	789	3.17	-	-	746	3.16	-	-
Screw-machine operators, automatic, class A:								
50-499 workers	254	2.44	121	2.34	131	2.54	-	-
500-999 workers	93	2.91	-	-	82	2.95	-	-
1,000 or more workers	331	3.23	51	3.49	280	3.19	-	-
Turret-lathe operators, hand (including hand screw machine), class A:								
50-499 workers	48	3.22	-	-	-	-	-	-
500-999 workers	16	2.68	-	-	11	2.76	-	-
1,000 or more workers	539	3.20	80	2.93	459	3.25	-	-
Machine-tool operators, production, class B: ³								
50-499 workers	2,212	2.58	440	2.39	1,367	2.70	351	2.37
500-999 workers	1,872	2.75	-	-	1,663	2.80	89	1.85
1,000 or more workers	5,428	3.01	529	3.02	4,899	3.01	-	-
Automatic-lathe operators, class B:								
50-499 workers	210	2.43	-	-	118	2.55	-	-
500-999 workers	299	2.82	-	-	234	2.86	-	-
1,000 or more workers	1,187	2.94	-	-	1,173	2.95	-	-
Grinding-machine operators, class B:								
50-499 workers	591	2.48	-	-	334	2.64	126	2.20
500-999 workers	545	2.77	-	-	488	2.79	-	-
1,000 or more workers	1,064	3.07	-	-	921	3.05	-	-
Milling-machine operators, class B:								
50-499 workers	109	2.74	-	-	73	2.64	-	-
500-999 workers	127	2.78	-	-	127	2.78	-	-
1,000 or more workers	387	3.10	38	2.99	349	3.11	-	-
Screw-machine operators, automatic, class B:								
50-499 workers	303	2.52	144	2.59	131	2.56	-	-
500-999 workers	313	2.79	-	-	290	2.86	-	-
1,000 or more workers	543	3.18	-	-	377	3.22	-	-
Turret-lathe operators, hand (including hand screw machine), class B:								
50-499 workers	240	2.58	50	2.17	186	2.69	-	-
500-999 workers	32	2.31	-	-	20	2.59	-	-
1,000 or more workers	472	2.99	-	-	450	2.98	-	-
Machine-tool operators, production, class C: ³								
50-499 workers	1,409	2.09	78	2.16	854	2.31	-	-
500-999 workers	1,667	2.67	-	-	1,217	2.94	-	-
1,000 or more workers	2,178	2.96	66	2.79	2,112	2.96	-	-
Automatic-lathe operators, class C:								
50-499 workers	85	2.16	-	-	-	-	-	-
500-999 workers	110	2.85	-	-	82	3.11	-	-
1,000 or more workers	298	3.07	-	-	298	3.07	-	-
Grinding-machine operators, class C:								
50-499 workers	133	2.13	-	-	87	2.25	-	-
500-999 workers	261	2.56	-	-	216	2.68	25	1.78
1,000 or more workers	256	2.87	-	-	2,54	2.87	-	-
Milling-machine operators, class C:								
50-499 workers	88	2.28	-	-	43	2.52	-	-
500-999 workers	55	2.50	-	-	55	2.50	-	-
1,000 or more workers	186	2.88	-	-	157	2.89	-	-

See footnotes at end of table.

Table 8. Motor Vehicle Parts: Occupational Averages—By Size of Establishment—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and size of establishment	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men—Continued								
Machine-tool operators, production, class C ³ —Continued								
Screw-machine operators, automatic, class C:								
50-499 workers	87	\$1.78	36	\$1.94	7	\$2.23	-	-
500-999 workers	43	2.39	-	-	27	2.62	-	-
1,000 or more workers	97	3.01	-	-	97	3.01	-	-
Machine-tool operators, toolroom:								
50-499 workers	705	2.92	142	2.44	496	3.14	49	\$2.12
500-999 workers	394	3.29	9	3.08	378	3.30	-	-
1,000 or more workers	1,437	3.37	204	3.25	1,233	3.39	-	-
Millwrights:								
50-499 workers	229	2.84	19	2.30	191	2.93	-	-
500-999 workers	270	3.09	-	-	2,41	3.11	-	-
1,000 or more workers	716	3.22	99	3.22	617	3.22	-	-
Pipefitters, maintenance:								
50-499 workers	30	3.03	-	-	27	3.09	-	-
500-999 workers	63	3.02	-	-	48	3.12	6	2.55
1,000 or more workers	445	3.29	65	3.19	380	3.30	-	-
Polishing- and buffing-machine operators:								
50-499 workers	1,337	2.24	-	-	828	2.62	460	1.53
500-999 workers	233	3.09	-	-	179	3.01	-	-
1,000 or more workers	170	2.81	-	-	95	2.71	-	-
Punch-press operators, light and medium:								
50-499 workers	4,570	2.45	260	2.52	4,079	2.46	91	1.82
500-999 workers	1,262	2.72	102	1.89	1,049	2.88	111	1.93
1,000 or more workers	1,516	2.84	173	2.94	1,343	2.83	-	-
Punch-press operators, heavy (double crank or toggle):								
50-499 workers	898	2.72	-	-	816	2.80	58	1.74
500-999 workers	85	2.52	-	-	76	2.53	-	-
1,000 or more workers	1,886	3.37	467	3.26	1,419	3.41	-	-
Receiving clerks:								
50-499 workers	138	2.19	21	2.15	86	2.29	21	2.10
500-999 workers	42	2.53	-	-	30	2.66	8	2.18
1,000 or more workers	32	2.57	-	-	31	2.58	-	-
Shipping clerks:								
50-499 workers	172	2.27	35	2.10	95	2.44	29	1.97
500-999 workers	50	2.45	13	2.31	30	2.59	-	-
1,000 or more workers	65	2.64	-	-	61	2.64	-	-
Shipping and receiving clerks:								
50-499 workers	140	2.40	-	-	106	2.42	28	2.36
500-999 workers	25	2.86	-	-	24	2.89	-	-
1,000 or more workers	25	2.83	-	-	20	2.94	-	-
Timekeepers:								
50-499 workers	151	2.31	-	-	137	2.31	-	-
500-999 workers	119	2.52	-	-	103	2.59	16	2.04
1,000 or more workers	219	2.77	-	-	200	2.80	-	-
Tool and die makers:								
50-499 workers	2,152	3.15	319	2.86	1,605	3.23	169	2.83
500-999 workers	844	3.27	64	2.92	681	3.36	90	2.93
1,000 or more workers	2,041	3.49	693	3.39	1,348	3.55	-	-
Truckdrivers:								
50-499 workers	355	2.20	29	2.02	248	2.32	52	1.67
500-999 workers	133	2.50	12	2.08	108	2.62	12	1.90
1,000 or more workers	266	2.70	36	2.64	230	2.71	-	-
Truckers, power:								
50-499 workers	973	2.27	54	2.22	780	2.34	110	1.77
500-999 workers	617	2.52	19	2.45	549	2.58	38	1.87
1,000 or more workers	1,634	2.61	91	2.61	1,543	2.61	-	-

See footnotes at end of table.

Table 8. Motor Vehicle Parts: Occupational Averages—By Size of Establishment—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and size of establishment	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men—Continued								
Welders, hand:								
50-499 workers.....	539	\$2.53	51	\$2.49	414	\$2.56	47	\$2.49
500-999 workers.....	406	3.00	-	-	383	3.03	20	2.50
1,000 or more workers.....	2,640	3.23	173	3.14	2,467	3.24	-	-
Welders, machine (resistance):								
50-499 workers.....	1,519	2.32	-	-	1,335	2.33	127	2.29
500-999 workers.....	413	2.44	39	2.70	304	2.56	-	-
1,000 or more workers.....	930	2.92	-	-	617	2.81	-	-
Women								
Assemblers, class B:								
50-499 workers.....	878	2.13	-	-	776	2.13	-	-
500-999 workers.....	737	1.98	-	-	712	2.00	-	-
1,000 or more workers.....	125	2.84	121	2.83	-	-	-	-
Assemblers, class C:								
50-499 workers.....	6,113	1.73	1,751	1.69	3,662	1.81	658	1.40
500-999 workers.....	2,294	1.73	-	-	598	1.99	1,304	1.58
1,000 or more workers.....	3,902	2.38	531	2.54	3,371	2.35	-	-
Inspectors, class B:								
50-499 workers.....	107	1.98	-	-	107	1.98	-	-
500-999 workers.....	154	2.25	-	-	109	2.24	-	-
1,000 or more workers.....	121	2.63	28	2.58	93	2.64	-	-
Inspectors, class C:								
50-499 workers.....	895	2.02	244	1.83	593	2.15	58	1.45
500-999 workers.....	1,091	2.25	175	2.04	813	2.36	-	-
1,000 or more workers.....	1,310	2.38	271	2.37	1,039	2.39	-	-
Janitors, porters, or cleaners:								
50-499 workers.....	31	1.94	-	-	26	1.96	-	-
500-999 workers.....	43	2.07	-	-	34	2.17	-	-
1,000 or more workers.....	115	2.32	27	2.43	88	2.29	-	-
Machine-tool operators, production, class B:								
50-499 workers.....	18	2.33	-	-	-	-	-	-
500-999 workers.....	22	2.52	-	-	-	-	-	-
1,000 or more workers.....	136	2.65	133	2.63	-	-	-	-
Machine-tool operators, production, class C:								
50-499 workers.....	520	1.70	170	1.66	130	2.18	-	-
500-999 workers.....	230	2.14	-	-	152	2.04	-	-
1,000 or more workers.....	743	2.67	-	-	355	2.65	-	-
Punch-press operators, light and medium:								
50-499 workers.....	2,400	1.89	170	1.80	1,610	2.07	620	1.45
500-999 workers.....	445	2.28	-	-	410	2.33	27	1.66
1,000 or more workers.....	483	2.43	-	-	361	2.38	-	-
Timekeepers:								
50-499 workers.....	38	1.81	-	-	17	1.91	-	-
500-999 workers.....	51	2.04	-	-	38	2.24	-	-
1,000 or more workers.....	42	2.41	-	-	34	2.46	-	-
Welders, machine (resistance):								
50-499 workers.....	361	1.99	-	-	185	2.06	-	-
500-999 workers.....	22	2.23	-	-	22	2.23	-	-
1,000 or more workers.....	45	2.45	-	-	45	2.45	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for the western region in addition to those shown separately.³ Includes data for operators of other machine tools in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 9. Motor Vehicle Parts: Occupational Averages—By Method of Wage Payment

(Number and average straight-time hourly earnings ¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and method of wage payment	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>								
Assemblers, class A:								
Time	741	\$2.85	-	-	574	\$2.97	-	-
Incentive	413	2.97	-	-	253	3.01	-	-
Assemblers, class B:								
Time	1,492	2.34	48	\$2.16	943	2.53	483	\$1.98
Incentive	3,650	3.33	681	3.43	2,558	3.36	-	-
Assemblers, class C:								
Time	4,772	2.07	-	-	3,524	2.24	1,121	1.58
Incentive	3,269	2.87	649	3.14	2,245	3.02	-	-
Heat treaters, class B:								
Time	777	2.58	46	2.20	655	2.68	63	1.86
Incentive	307	3.04	24	2.76	272	3.08	-	-
Inspectors, class B:								
Time	3,191	2.67	309	2.69	2,587	2.72	183	2.11
Incentive	215	3.10	-	-	211	3.11	-	-
Inspectors, class C:								
Time	2,192	2.49	115	2.19	1,875	2.57	199	1.97
Incentive	751	2.81	-	-	739	2.83	-	-
Machine-tool operators, production, class A: ³								
Time	3,067	2.95	265	2.55	2,510	3.02	-	-
Incentive	2,268	3.31	481	3.03	1,581	3.39	206	3.36
Automatic-lathe operators, class A:								
Time	590	3.00	-	-	493	3.00	-	-
Incentive	270	3.28	43	3.08	218	3.32	-	-
Screw-machine operators, automatic, class A:								
Time	429	2.75	98	2.40	324	2.87	-	-
Incentive	249	3.14	80	3.04	169	3.19	-	-
Turret-lathe operators, hand (including hand screw machine), class A:								
Time	356	3.12	33	2.79	321	3.16	-	-
Incentive	247	3.29	-	-	158	3.37	-	-
Machine-tool operators, production, class B: ³								
Time	4,178	2.70	369	2.32	3,485	2.79	270	2.05
Incentive	5,334	2.99	720	2.95	4,444	3.01	-	-
Automatic-lathe operators, class B:								
Time	977	2.80	-	-	884	2.86	-	-
Incentive	719	2.93	78	2.72	641	2.96	-	-
Drill-press operators, single- or multiple-spindle, class B:								
Time	220	2.55	-	-	167	2.68	-	-
Incentive	566	2.96	83	2.74	443	3.03	-	-
Engine-lathe operators, class B:								
Time	86	2.61	-	-	65	2.65	-	-
Incentive	423	2.72	-	-	408	2.70	-	-
Grinding-machine operators, class B:								
Time	1,186	2.67	-	-	945	2.81	140	2.14
Incentive	1,014	3.04	212	3.12	798	3.01	-	-
Milling-machine operators, class B:								
Time	217	2.73	-	-	199	2.74	-	-
Incentive	406	3.10	44	2.94	350	3.10	-	-
Screw-machine operators, automatic, class B:								
Time	554	2.69	129	2.61	375	2.81	50	1.97
Incentive	605	3.10	-	-	423	3.13	-	-
Turret-lathe operators, hand (including hand screw machine), class B:								
Time	272	2.55	46	2.16	215	2.67	-	-
Incentive	472	2.99	27	2.93	441	2.99	-	-

See footnotes at end of table.

Table 9. Motor Vehicle Parts: Occupational Averages—By Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, April 1963)

Occupation and method of wage payment	United States ²		Northeast		North Central		South	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men—Continued</u>								
Machine-tool operators, production, class C: ³								
Time	2,777	\$2.23	41	\$2.01	1,831	\$2.44	715	\$1.71
Incentive	2,477	3.09	109	2.61	2,352	3.12	-	-
Automatic-lathe operators, class C:								
Time	168	2.31	-	-	91	2.59	-	-
Incentive	325	3.15	-	-	323	3.15	-	-
Drill-press operators, single- or multiple-spindle, class C:								
Time	757	2.14	-	-	540	2.37	-	-
Incentive	513	3.19	-	-	494	3.22	-	-
Grinding-machine operators, class C:								
Time	461	2.43	-	-	378	2.55	54	1.69
Incentive	189	3.00	-	-	179	3.01	-	-
Milling-machine operators, class C:								
Time	177	2.41	-	-	132	2.53	-	-
Incentive	152	2.95	-	-	123	2.98	-	-
Screw-machine operators, automatic, class C:								
Time	152	2.11	25	1.87	75	2.49	-	-
Incentive	75	3.05	-	-	56	3.42	-	-
Polishing- and buffing-machine operators:								
Time	1,284	2.21	-	-	778	2.60	462	1.53
Incentive	456	2.98	84	2.94	324	2.91	-	-
Punch-press operators, light and medium:								
Time	3,311	2.38	26	1.98	3,119	2.41	98	1.68
Incentive	4,037	2.74	509	2.57	3,352	2.78	104	2.07
Punch-press operators, heavy (double crank or toggle):								
Time	901	2.61	-	-	832	2.65	-	-
Incentive	1,968	3.39	460	3.28	1,479	3.45	-	-
Welders, hand:								
Time	1,778	2.78	72	2.71	1,621	2.81	58	2.30
Incentive	1,807	3.41	-	-	1,643	3.44	-	-
Welders, machine (resistance):								
Time	1,758	2.30	-	-	1,545	2.35	150	1.80
Incentive	1,104	2.91	-	-	711	2.81	47	3.11
<u>Women</u>								
Assemblers, class B:								
Time	1,144	2.04	-	-	1,064	2.06	49	1.51
Incentive	596	2.27	168	2.70	428	2.10	-	-
Assemblers, class C:								
Time	6,233	1.70	659	1.58	4,007	1.78	1,525	1.53
Incentive	6,076	2.19	2,015	1.98	3,624	2.38	437	1.50
Inspectors, class C:								
Time	2,868	2.20	628	2.06	2,083	2.28	137	1.60
Incentive	428	2.52	62	2.41	362	2.56	-	-
Machine-tool operators, production, class C:								
Time	609	1.80	112	1.69	256	2.11	-	-
Incentive	884	2.56	-	-	381	2.61	-	-
Punch-press operators, light and medium:								
Time	2,279	1.86	121	1.85	1,511	2.03	647	1.46
Incentive	1,049	2.37	179	2.29	870	2.39	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for the western region in addition to those shown separately.³ Includes data for operators of other machine tools in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 10. Motor Vehicle Parts: Occupational Earnings—United States and Regions

(Percent distribution of workers in selected occupations by average straight-time hourly earnings, ¹ April 1963)

Occupation and region ²	Percent on incentive	Number of workers (time and incentive)	Average hourly earnings ¹	Percent of workers receiving average straight-time hourly earnings ¹ of—																	
				Under \$1.20	\$1.20 and under \$1.30	\$1.30-\$1.40	\$1.40-\$1.50	\$1.50-\$1.60	\$1.60-\$1.80	\$1.80-\$2.00	\$2.00-\$2.20	\$2.20-\$2.40	\$2.40-\$2.60	\$2.60-\$2.80	\$2.80-\$3.00	\$3.00-\$3.20	\$3.20-\$3.40	\$3.40-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00 and over
Assemblers, class C	46	20,350	\$2.12	1	3	5	9	8	14	12	8	3	14	8	5	5	2	2	1	(3)	(3)
Northeast	77	3,447	2.11	-	3	8	6	9	25	6	5	3	9	9	5	3	1	2	6	(3)	(3)
North Central	44	13,400	2.27	(3)	1	3	6	4	10	14	10	4	18	10	6	7	3	3	1	(3)	(3)
South	23	3,418	1.53	2	12	7	24	27	21	8	(3)	(3)	(3)	(3)	-	-	-	-	-	-	-
Electricians, maintenance	(3)	1,536	3.19	-	-	-	-	-	-	1	1	2	4	5	9	14	32	23	9	-	-
Northeast	-	214	3.04	-	-	-	-	-	-	-	-	9	7	9	12	6	48	8	-	-	-
North Central	(3)	1,232	3.25	-	-	-	-	-	-	1	(3)	(3)	4	3	8	14	31	27	11	-	-
South	-	76	2.61	-	-	-	-	-	9	14	13	12	16	4	22	4	5	-	-	-	-
Inspectors, class C	19	6,239	2.40	-	(3)	1	2	2	6	10	9	7	27	25	7	(3)	(3)	(3)	(3)	1	-
Northeast	1	805	2.11	-	1	1	(2)	4	7	20	35	6	21	4	3	-	-	-	-	(3)	2
North Central	22	5,059	2.49	-	(3)	(3)	2	1	3	9	6	8	30	29	9	1	1	(3)	-	(3)	-
South	5	352	1.80	-	3	10	11	-	51	8	-	-	3	14	-	-	-	-	-	-	-
Janitors, porters, or cleaners	1	3,143	2.25	1	2	1	3	2	7	6	12	17	44	6	(3)	-	-	-	-	-	-
Northeast	-	341	2.19	-	1	2	1	1	11	5	24	16	39	-	-	-	-	-	-	-	-
North Central	2	2,467	2.33	(3)	1	(3)	2	1	3	6	11	17	51	8	-	-	-	-	-	-	-
South	-	265	1.61	6	15	10	13	6	30	5	1	15	-	-	-	-	-	-	-	-	-
Laborers, material handling	6	5,983	2.23	-	1	1	2	3	14	8	9	18	22	19	1	(3)	(3)	1	-	-	-
Northeast	1	847	2.05	-	1	3	3	2	37	7	9	9	20	4	4	(3)	-	-	-	-	-
North Central	8	4,387	2.36	-	(3)	1	1	2	5	6	10	21	26	25	1	-	(3)	1	-	-	-
South	3	699	1.69	-	6	2	10	8	39	26	6	3	1	-	-	-	-	-	-	-	-
Machine-tool operators, production, class A	43	5,375	3.10	-	-	-	-	(3)	(3)	2	2	2	6	6	34	8	9	16	2	4	8
Northeast	65	756	2.85	-	-	-	-	-	1	11	9	9	10	25	13	6	6	6	2	1	-
North Central	39	4,121	3.16	-	-	-	-	(3)	(3)	2	-	1	2	6	39	6	9	19	2	4	10
South	54	381	2.96	-	-	-	-	-	5	2	1	43	-	9	7	7	10	3	5	8	-
Machine-tool operators, production, class B	57	9,688	2.86	-	-	-	(3)	(3)	1	1	4	4	10	18	30	13	10	6	2	1	(3)
Northeast	70	1,240	2.72	-	-	-	-	-	1	3	20	7	7	12	20	15	9	4	2	(3)	(3)
North Central	56	7,951	2.91	-	-	-	-	(3)	(3)	1	3	10	19	33	13	11	6	2	1	(3)	(3)
South	38	443	2.26	-	-	2	4	15	16	14	5	24	5	5	4	4	2	1	1	-	-
Machine-tool operators, production, class C	50	6,747	2.55	-	(3)	(3)	6	3	6	7	7	5	13	19	7	9	9	4	1	1	1
Northeast	80	765	2.39	-	1	(3)	3	3	13	4	9	5	20	24	11	5	1	1	-	-	-
North Central	57	4,820	2.77	-	(3)	(3)	2	2	3	7	5	15	23	8	12	12	6	2	1	2	-
South	2	954	1.65	-	-	38	12	17	32	1	-	-	(3)	-	-	-	-	-	-	-	-
Millwrights	(3)	1,215	3.12	-	-	-	-	-	-	(3)	2	2	3	11	6	21	41	13	1	-	-
Northeast	-	123	3.08	-	-	-	-	-	2	5	5	4	7	-	9	68	-	-	-	-	-
North Central	(3)	1,049	3.14	-	-	-	-	-	-	1	2	3	11	7	22	39	15	1	-	-	-
South	-	43	2.77	-	-	-	-	-	-	9	5	7	35	-	44	-	-	-	-	-	-
Punch-press operators, light and medium	48	10,676	2.40	-	2	5	4	5	5	9	11	17	18	9	6	3	1	1	(3)	1	(3)
Northeast	82	835	2.39	-	1	3	4	4	13	8	9	6	10	11	9	13	6	2	(3)	-	-
North Central	48	8,852	2.48	-	1	3	3	4	4	10	13	19	21	10	6	3	1	1	1	1	1
South	12	849	1.56	-	17	14	22	17	10	13	2	2	1	(3)	1	(3)	-	-	(3)	-	-
Tool and die makers	1	5,037	3.31	-	-	-	-	-	-	(3)	(3)	1	2	5	10	12	17	30	20	2	-
Northeast	-	1,076	3.21	-	-	-	-	-	-	(3)	(3)	1	4	7	18	6	24	34	6	-	-
North Central	1	3,634	3.37	-	-	-	-	-	-	(3)	1	-	2	4	6	13	16	31	24	3	-
South	-	259	2.86	-	-	-	-	-	-	-	2	9	4	20	37	12	13	2	-	-	-
Truckers, power	6	3,226	2.49	-	(3)	(3)	1	2	1	3	6	19	15	46	6	(3)	(3)	(3)	-	-	-
Northeast	20	164	2.46	-	-	-	-	-	1	7	12	28	26	5	15	3	1	1	-	-	-
North Central	6	2,874	2.53	-	(3)	(3)	1	1	2	5	18	15	51	6	(3)	(3)	(3)	-	-	-	-
South	-	148	1.80	-	4	11	11	16	13	17	8	15	-	6	-	-	-	-	-	-	-
Welders, hand	50	3,646	3.09	-	-	-	-	-	1	1	3	13	9	27	5	7	15	9	1	8	-
Northeast	68	227	2.95	-	-	-	-	-	-	9	1	7	11	25	11	17	19	-	-	-	-
North Central	50	3,325	3.12	-	-	-	-	-	(3)	(3)	1	3	13	9	28	4	6	15	9	1	9
South	13	67	2.49	-	-	-	-	-	36	1	6	1	6	4	18	18	-	-	4	-	4

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Totals include data for the western region in addition to those shown separately.³ Less than 0.5 percent.

Table 11. Motor Vehicle Parts: Occupational Earnings—Chicago, Illinois¹(Number and average straight-time hourly earnings² of workers in selected occupations, April 1963)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings ² of—																								
			\$1.10 and under	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over
			\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	over
All production workers-----	8,446	\$2.29	94	123	301	194	539	494	662	730	561	528	402	362	736	416	270	415	243	227	170	204	166	197	138	114	160
Men-----	5,632	2.47	16	29	38	61	293	245	237	237	396	501	367	300	386	368	231	378	224	212	162	200	162	190	132	108	159
Women-----	2,814	1.92	78	94	263	133	246	249	425	493	165	27	35	62	350	48	39	37	19	15	8	4	4	7	6	6	1
<u>Selected production occupations—men</u>																											
Assemblers, class B-----	191	2.59	-	-	-	3	1	2	4	1	22	19	8	6	17	4	11	39	8	4	18	1	1	10	7	4	1
Time-----	65	2.27	-	-	-	3	1	2	4	-	19	8	-	-	-	-	-	28	-	-	-	-	-	-	-	-	-
Incentive-----	126	2.76	-	-	-	-	-	-	-	1	3	11	8	6	17	4	11	11	8	4	18	1	1	10	7	4	1
Assemblers, class C-----	516	1.97	2	4	11	7	164	20	61	31	62	52	14	13	17	12	14	9	8	2	5	2	1	1	2	2	-
Time-----	409	1.82	-	3	8	7	163	18	60	28	62	52	6	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Checkers, receiving and shipping ^{3a/} -----	20	2.29	-	-	-	-	-	1	2	2	2	3	-	3	-	1	2	3	1	-	-	-	-	-	-	-	-
Electricians, maintenance ^{3a/} -----	21	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	-	2	14	-	-	-
Guards ^{3a/} -----	29	2.08	-	-	-	-	1	2	-	-	17	5	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-
Heat treaters, class A ^{3a/} -----	10	2.51	-	-	-	-	-	-	-	-	1	1	3	-	-	-	1	-	2	2	-	-	-	-	-	-	-
Heat treaters, class B ^{3a/} -----	112	2.78	-	-	-	-	-	-	1	-	3	3	1	11	16	6	41	2	-	-	5	1	-	2	6	1	10
Helpers, maintenance trades ^{3a/} -----	6	2.13	-	-	-	1	-	-	-	-	-	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class A ^{3a/} -----	29	2.77	-	-	-	-	-	-	-	-	-	-	-	-	3	6	6	4	-	2	3	5	-	-	-	-	-
Inspectors, class B ^{3a/} -----	68	2.41	-	-	-	-	-	-	1	3	7	3	16	7	2	13	2	5	9	-	-	-	-	-	-	-	-
Inspectors, class C ^{3a/} -----	74	2.38	-	-	-	-	4	1	3	5	2	6	4	4	12	7	5	21	-	-	-	-	-	-	-	-	-
Janitors, porters, or cleaners ^{3a/} -----	88	2.03	1	3	-	5	3	8	4	21	1	16	8	15	3	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling ^{3a/} -----	153	2.05	-	4	4	6	13	5	15	19	29	20	8	2	5	7	8	4	1	1	-	1	1	1	-	-	-
Machine repairmen ^{3a/} -----	47	3.07	-	-	-	-	-	-	-	-	2	-	-	-	1	-	-	6	4	1	1	22	-	1	5	3	1
Machine-tool operators, production, class A ^{3a/} -----	144	3.00	-	-	-	-	-	-	-	-	-	-	2	-	-	1	17	7	2	35	24	27	25	-	2	-	2
Machine-tool operators, production, class B ^{3a/} -----	179	2.71	-	-	-	-	-	-	-	-	3	2	13	1	44	18	7	24	14	12	10	24	-	-	2	1	4
Incentive-----	76	2.98	-	-	-	-	-	-	-	-	-	-	-	-	-	8	7	9	3	8	10	24	-	-	2	1	4
Grinding-machine operators, class B-----	51	2.77	-	-	-	-	-	-	-	-	1	-	8	1	2	7	6	8	-	-	4	9	-	-	1	1	3
Time-----	20	2.43	-	-	-	-	-	-	-	-	1	-	8	1	2	2	6	-	-	-	-	-	-	-	-	-	-
Incentive-----	31	2.99	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	2	-	-	4	9	-	-	1	1	3
Screw-machine operators, automotive, class B ^{3a/} -----	42	2.85	-	-	-	-	-	-	-	-	-	-	-	-	3	4	-	9	14	4	2	4	-	-	1	-	1
Machine-tool operators, production, class C ^{3a/} -----	321	2.33	1	2	1	1	5	8	30	13	41	65	21	7	13	9	24	14	27	20	8	-	-	11	-	-	-
Time-----	174	2.05	-	1	-	1	4	8	26	10	36	60	20	1	4	2	1	-	-	-	-	-	-	-	-	-	-
Incentive-----	147	2.67	1	1	1	-	1	-	4	3	5	5	1	6	9	7	23	14	27	20	8	-	-	11	-	-	-
Automatic-lathe operators, class C ^{3b/} -----	26	2.91	-	-	-	-	-	-	-	-	-	-	4	1	1	-	1	2	5	-	1	-	-	11	-	-	-
Drill-press operators, single- or multiple-spindle, class C ^{3a/} -----	77	2.03	1	2	1	-	1	2	14	3	9	34	8	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Grinding-machine operators, class C-----	72	2.31	-	-	-	1	1	2	4	2	9	14	4	4	9	4	9	4	3	1	1	-	-	-	-	-	-
Time-----	33	2.05	-	-	-	1	-	2	4	2	7	12	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	39	2.53	-	-	-	-	1	-	-	-	2	2	-	4	8	4	9	4	3	1	1	-	-	-	-	-	-
Milling-machine operators, class C ^{3a/} -----	11	2.28	-	-	-	-	-	-	-	2	3	3	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-
Screw-machine operators, automatic, class C ^{3b/} -----	6	2.51	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	1	-	1	-	-	-	-	-	-
Turret-lathe operators, hand (including hand screw machine), class C ^{3a/} -----	14	2.00	-	-	-	-	2	1	3	-	2	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 11. Motor Vehicle Parts: Occupational Earnings:—Chicago, Illinois¹—Continued(Number and average straight-time hourly earnings² of workers in selected occupations, April 1963)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings ² of—																									
			\$1.10 and under	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over	
			\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	over	
<u>Selected production occupations—men—Continued</u>																												
Machine-tool operators, toolroom ³ a/	17	\$2.95	-	-	-	-	-	-	2	-	-	1	-	-	1	-	3	-	-	-	2	3	3	1	1	-	-	
Millwrights ³ a/	20	3.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	6	3	7	-	-	-	-	-	
Polishing- and buffing-machine operators ³ a/	66	2.37	-	-	-	2	1	4	3	10	4	7	4	9	12	2	-	3	1	-	-	-	-	2	2	-	-	
Punch-press operators, light and medium	263	2.29	-	-	2	10	11	44	8	14	17	35	6	8	14	18	12	6	10	20	2	3	17	4	-	2	-	
Time	134	1.91	-	-	-	9	10	43	5	13	11	33	2	1	-	7	-	-	-	-	-	-	-	-	-	-	-	
Incentive	129	2.68	-	-	2	1	1	3	1	6	2	4	7	14	18	5	6	10	20	2	3	17	4	-	-	2	-	
Punch-press operators, heavy (double crank or toggle) ³ a/	44	2.64	-	-	2	-	-	-	2	-	4	-	2	-	1	7	24	2	1	-	1	-	-	-	-	-	-	
Receiving clerks ³ a/	12	2.08	-	-	2	2	-	-	-	1	1	2	1	1	-	1	-	1	-	1	-	-	-	-	-	-	-	
Shipping clerks ³ a/	14	2.10	-	-	-	2	-	-	2	3	1	2	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	
Shipping and receiving clerks ³ a/	25	2.61	-	-	-	-	-	2	-	-	-	1	2	4	-	2	2	11	1	-	-	-	-	-	-	-	-	
Timekeepers ³ a/	12	2.32	-	-	2	-	-	-	3	1	-	-	-	-	-	1	-	1	1	2	-	-	-	-	-	-	-	
Tool and die makers ³ a/	175	3.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	13	9	9	28	12	30	57	1	
Truckdrivers ³ a/	6	2.48	-	-	-	-	-	-	1	-	-	2	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	
Truckers, power ³ a/	126	2.33	-	-	-	1	1	3	-	6	25	5	52	15	7	4	7	-	-	-	-	-	-	-	-	-	-	
Welders, hand ³ a/	42	2.68	-	-	-	-	-	3	-	3	1	4	1	1	3	2	-	16	-	3	3	-	-	-	-	2	-	
Welders, machine (resistance)	68	2.15	-	-	-	-	19	9	8	1	5	5	5	1	-	3	2	2	4	2	-	-	2	-	-	-	-	
Time	49	1.93	-	-	-	-	19	9	8	1	5	3	2	-	-	-	1	-	1	-	-	-	-	-	-	-	-	
<u>Selected production occupations—women</u>																												
Assemblers, class B ³ b/	105	2.24	-	1	3	16	5	2	4	4	3	3	8	13	8	3	13	8	2	-	6	1	1	-	-	1	-	
Assemblers, class C	1,042	1.77	38	50	169	20	159	122	274	72	6	-	1	17	98	2	5	1	3	2	1	1	-	1	-	-	-	
Time	915	1.77	27	30	156	7	144	111	267	61	2	-	1	15	94	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	127	1.77	11	20	13	13	15	11	7	11	4	-	-	2	4	2	5	1	3	2	1	1	-	1	-	-	-	
Inspectors, class B ³ a/	24	2.29	-	-	-	8	-	-	-	-	-	-	-	-	1	6	1	7	1	-	-	-	-	-	-	-	-	
Inspectors, class C ³ a/	161	2.07	2	2	17	9	6	7	7	39	4	-	1	1	52	2	-	12	-	-	-	-	-	-	-	-	-	
Janitors, porters, or cleaners ³ a/	19	2.02	-	-	-	-	-	3	5	-	1	6	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Machine-tool operators, production, class C	126	1.76	-	12	5	22	9	16	13	45	-	-	-	-	-	1	1	1	-	1	-	-	-	-	-	-	-	
Incentive	42	1.73	-	5	3	9	9	4	3	5	-	-	-	-	-	1	1	1	-	1	-	-	-	-	-	-	-	
Drill-press operators, single- or multiple-spindle, class C	122	1.75	-	11	5	21	9	16	13	45	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	
Incentive	40	1.67	-	5	3	9	9	4	3	5	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	
Punch-press operators, light and medium	367	2.23	1	2	5	4	14	26	10	41	45	5	7	6	173	15	2	2	3	2	-	1	2	-	-	-	1	
Time	299	2.22	1	2	4	3	8	23	9	37	36	-	-	-	166	10	-	-	-	-	-	-	-	-	-	-	-	
Incentive	68	2.28	-	-	1	1	6	3	1	4	9	5	7	6	7	5	2	2	3	2	-	1	2	-	-	-	1	
Welders, machine (resistance) ³ a/	19	2.03	-	-	-	1	2	1	1	10	-	-	-	2	-	-	-	-	-	2	-	-	-	-	-	-	-	

¹ The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.⁴ Includes data for operators of other machine tools in addition to those shown separately.⁵ Workers were distributed as follows: 43 at \$3.60 to \$3.70; 26 at \$3.70 to \$3.80; and 2 at \$3.80 to \$3.90.

Table 12. Motor Vehicle Parts: Occupational Earnings—Cleveland, Ohio¹(Number and average straight-time hourly earnings² of workers in selected occupations, April 1963)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings ² of—																				
			Under \$1.90	\$1.90 and under \$2.00	\$2.00 to \$2.10	\$2.10 to \$2.20	\$2.20 to \$2.30	\$2.30 to \$2.40	\$2.40 to \$2.50	\$2.50 to \$2.60	\$2.60 to \$2.70	\$2.70 to \$2.80	\$2.80 to \$2.90	\$2.90 to \$3.00	\$3.00 to \$3.10	\$3.10 to \$3.20	\$3.20 to \$3.30	\$3.30 to \$3.40	\$3.40 to \$3.50	\$3.50 to \$3.60	\$3.60 to \$3.80	\$3.80 to \$4.00 and over	
All production workers-----	10,941	\$2.91	97	528	290	230	178	401	516	606	1,170	860	642	695	771	552	372	982	1,099	129	117	374	332
Men-----	9,643	3.00	30	99	197	151	159	252	355	477	1,092	786	638	685	771	550	368	982	1,099	129	117	374	332
Women-----	1,298	2.20	67	429	93	79	19	149	161	129	78	74	4	10	-	2	4	-	-	-	-	-	-
<u>Selected production occupations—men</u>																							
Assemblers, class C ³ b/-	464	2.52	-	87	141	-	-	-	-	28	1	2	3	3	156	42	1	-	-	-	-	-	-
Carpenters, maintenance ³ a/-	10	3.05	-	-	-	-	-	-	-	3	-	-	-	-	1	2	-	-	2	-	-	-	-
Checkers, receiving and shipping ³ a/-	11	2.62	-	-	-	-	-	-	1	2	7	1	-	-	-	-	-	-	-	-	-	-	-
Electricians, maintenance ³ a/-	76	3.28	-	-	-	-	-	-	-	2	1	1	-	8	-	29	10	25	-	-	-	-	-
Guards-----	79	2.57	-	-	8	-	5	2	3	5	50	-	-	6	-	-	-	-	-	-	-	-	-
Heat treaters, class B ³ a/-	40	2.60	-	-	-	-	-	-	-	22	16	-	-	-	2	-	-	-	-	-	-	-	-
Inspectors, class A ³ a/-	102	3.05	-	-	-	-	-	-	-	7	8	6	13	5	11	2	50	-	-	-	-	-	-
Inspectors, class B ³ a/-	153	2.71	-	-	-	-	-	12	12	12	5	71	37	-	4	-	-	-	-	-	-	-	-
Inspectors, class C ³ a/-	125	2.69	-	-	-	-	-	-	12	34	5	51	19	4	-	-	-	-	-	-	-	-	-
Janitors, porters, or cleaners ³ a/-	139	2.42	-	-	8	9	1	6	72	37	6	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling ³ a/-	208	2.45	3	3	18	5	31	30	18	7	52	40	1	-	-	-	-	-	-	-	-	-	-
Machine repairmen ³ a/-	166	3.23	-	-	-	-	-	-	-	-	22	-	-	5	25	1	51	18	22	13	9	-	-
Machine-tool operators, production, class A ³ a/-,*	1,135	3.25	-	-	-	-	-	-	-	1	5	15	88	238	27	12	30	109	610	-	-	-	-
Grinding-machine operators, class A ³ a/-	296	3.12	-	-	-	-	-	-	-	-	-	73	80	6	6	24	8	99	-	-	-	-	-
Machine-tool operators, production, class B ³ a/-,*	447	2.74	-	-	-	-	-	-	21	45	45	230	62	31	4	3	-	-	-	-	-	-	-
Turret-lathe operators, hand (including hand screw machine), class B ³ a/-	21	2.63	-	-	-	-	-	-	6	5	-	6	4	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, production, class C ⁴ -----	400	2.75	-	3	-	3	1	23	62	15	187	-	2	10	16	34	19	6	6	-	-	1	12
Time-----	290	2.58	-	-	-	-	1	23	62	15	187	-	-	-	2	-	-	-	-	-	-	-	-
Incentive-----	110	3.21	-	3	-	3	-	-	-	-	-	-	2	10	14	34	19	6	6	-	-	1	12
Drill-press operators, single- or multiple-spindle, class C ³ b/-	91	3.11	-	-	-	-	1	15	-	8	-	-	-	9	4	14	15	6	6	-	-	1	12
Milling-machine operators, class C ³ a/-	18	2.30	-	3	-	3	-	8	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom ³ a/-	94	3.29	-	-	-	-	-	-	-	1	-	1	-	6	9	9	6	25	35	2	-	-	-
Millwrights ³ a/-	73	3.21	-	-	-	-	-	-	-	-	-	-	-	6	13	3	49	1	1	-	-	-	-
Pipefitters, maintenance ³ a/-	45	3.27	-	-	-	-	-	-	-	-	-	-	-	-	-	20	15	-	9	1	-	-	-
Polishing- and buffing-machine operators ³ a/-	64	2.84	-	-	-	-	-	-	1	18	10	-	-	34	-	-	-	1	-	-	-	-	-
Punch-press operators, light and medium-----	401	2.86	-	-	-	-	13	49	30	13	30	35	92	47	14	34	2	3	-	-	5	22	12
Incentive-----	301	2.88	-	-	-	-	13	37	30	11	30	28	21	39	14	34	2	3	-	-	5	22	12
Punch-press operators, heavy (double crank or toggle) ³ b/-	175	3.14	-	-	-	-	-	-	6	13	34	35	9	21	15	9	6	-	-	-	-	-	5 27
Sheet-metal workers, maintenance (tinsmiths) ³ a/-	11	3.29	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	1	3	-	-	-	-
Shipping clerks ³ a/-	9	2.50	-	-	-	1	-	3	-	2	2	-	-	1	-	-	-	-	-	-	-	-	-
Shipping and receiving clerks ³ a/-	12	2.67	-	1	-	-	1	-	-	-	-	8	-	1	1	-	-	-	-	-	-	-	-
Timekeepers ³ a/-	55	2.73	-	-	-	-	-	7	3	3	-	16	22	2	-	-	2	-	-	-	-	-	-
Tool and die makers ³ a/-	242	3.36	-	-	-	-	-	-	-	-	5	3	14	2	41	25	-	-	43	109	-	-	-
Truckdrivers ³ a/-	24	2.63	-	-	2	-	-	3	4	-	4	3	4	1	3	-	-	-	-	-	-	-	-
Truckers, power ³ a/-	188	2.64	-	-	4	-	3	20	11	30	42	33	-	45	-	-	-	-	-	-	-	-	-
Welders, machine (resistance)-----	130	3.05	6	3	-	-	-	-	-	2	3	17	5	10	55	7	-	-	-	-	-	22	-
Time-----	23	2.81	-	-	-	-	-	-	-	1	1	12	-	9	-	-	-	-	-	-	-	-	-
Incentive-----	107	3.10	6	3	-	-	-	-	-	1	2	5	5	1	55	7	-	-	-	-	-	22	-
<u>Selected production occupations—women</u>																							
Inspectors, class C ³ a/-	245	2.42	-	-	-	31	3	36	83	92	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, or cleaners ³ a/-	13	2.08	63	1	-	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Punch-press operators, light and medium ³ b/-	105	2.37	-	-	-	34	5	15	15	10	19	7	-	-	-	-	-	-	-	-	-	-	-

¹ The Cleveland Standard Metropolitan Statistical Area consists of Cuyahoga and Lake Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.⁴ Includes data for operators of other machine tools in addition to those shown separately.⁵ Workers were distributed as follows: 3 at \$4 to \$4.20; 12 at \$4.20 to \$4.40; and 12 at \$4.40 to \$4.60.⁶ All workers were at \$1.50 to \$1.60.

Table 13. Motor Vehicle Parts: Occupational Earnings—Detroit, Michigan¹(Number and average straight-time hourly earnings² of workers in selected occupations, April 1963)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings ² of—																							
			Under \$1.90	\$1.90 and under \$2.00	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80 and over			
All production workers	20,236	\$2.84	158	251	198	580	140	966	635	2,471	2,846	3,535	2,196	976	389	642	651	765	863	971	412	275	316			
Men	18,081	2.89	2	18	33	475	140	908	323	1,848	2,682	3,299	2,156	934	377	639	647	764	863	971	412	275	315			
Women	2,155	2.40	156	233	165	105	-	58	312	623	164	236	40	42	12	3	4	1	-	-	-	-	1			
<u>Selected production occupations—men</u>																										
Assemblers, class B ³ a/	263	2.89	-	-	-	25	10	13	-	-	47	6	46	3	5	6	57	35	9	1	-	-	-			
Assemblers, class C	673	2.82	-	-	-	-	16	-	2	274	30	56	89	9	7	63	95	15	10	7	-	-	-			
Time	464	2.64	-	-	-	-	16	-	2	270	30	54	86	6	-	-	-	-	-	-	-	-	-			
Carpenters, maintenance ³ a/	31	3.14	-	-	-	-	-	-	-	-	8	-	-	-	-	5	2	16	-	-	-	-	-			
Checkers, receiving and shipping ³ a/	153	2.67	-	-	-	-	16	1	-	-	78	49	5	-	-	-	-	2	2	-	-	-	-			
Electricians, maintenance ³ a/	238	3.38	-	-	-	-	-	-	-	-	-	-	-	3	11	18	12	37	147	6	-	4	-			
General foundry laborers ³ a/	165	2.59	-	-	-	-	-	-	-	103	58	4	-	-	-	-	-	-	-	-	-	-	-			
Guards ³ a/	134	2.56	-	-	15	-	2	11	15	21	44	-	26	-	-	-	-	-	-	-	-	-	-			
Heat treaters, class B	107	2.87	-	-	-	-	-	-	-	11	7	28	35	-	4	5	6	11	-	-	-	-	-			
Time	60	2.77	-	-	-	-	-	-	-	11	7	8	34	-	-	-	-	-	-	-	-	-	-			
Incentive	47	3.01	-	-	-	-	-	-	-	-	-	20	1	-	-	4	5	6	11	-	-	-	-			
Inspectors, class A ³ a/	65	3.01	-	-	-	-	-	-	-	9	5	-	9	9	10	10	1	3	-	-	5	4	-			
Inspectors, class B ³ a/	465	2.80	-	-	-	-	-	-	24	13	43	143	154	77	10	1	-	-	-	-	-	-	-			
Inspectors, class C ³ a/	396	2.67	-	-	-	18	8	-	19	36	4	290	11	10	-	-	-	-	-	-	-	-	-			
Janitors, porters, or cleaners ³ a/	429	2.49	-	18	4	8	9	54	65	212	59	-	-	-	-	-	-	-	-	-	-	-	-			
Laborers, material handling ³ a/	681	2.59	-	-	-	44	-	16	-	307	287	19	-	-	-	-	-	4	4	-	-	-	-			
Machine repairmen ³ a/	348	3.43	-	-	-	-	-	-	5	-	-	20	-	-	-	-	16	15	57	24	121	90	-			
Machine-tool operators, production, class A ³ a/	77	3.04	-	-	-	-	-	-	-	-	15	18	4	4	14	-	-	-	22	-	-	-	-			
Machine-tool operators, production, class B ³ a/	766	2.87	-	-	-	-	-	-	-	9	-	80	504	145	4	24	-	-	-	-	-	-	-			
Automatic-lathe operators, class B ³ a/	503	2.88	-	-	-	-	-	-	-	-	-	-	354	145	-	4	-	-	-	-	-	-	-			
Grinding-machine operators, class B ³ a/	81	2.84	-	-	-	-	-	-	-	9	-	26	34	-	-	12	-	-	-	-	-	-	-			
Turret-lathe operators, hand (including hand screw machine), class B ³ a/	66	2.89	-	-	-	-	-	-	-	-	-	5	53	-	4	4	-	-	-	-	-	-	-			
Machine-tool operators, production, class C ³ a/	440	2.87	-	-	-	27	8	9	1	98	19	71	10	12	20	31	52	68	14	-	-	-	-			
Time	213	2.55	-	-	-	27	8	8	-	94	12	62	2	-	-	-	-	-	-	-	-	-	-			
Drill-press operators, single- or multiple-spindle, class C ³ a/	137	2.59	-	-	-	27	-	9	-	16	16	56	2	1	4	5	1	-	-	-	-	-	-			
Grinding-machine operators, class C ³ b/	22	2.63	-	-	-	-	8	-	-	1	2	-	4	3	4	-	-	-	-	-	-	-	-			
Milling-machine operators, class C ³ b/	31	2.78	-	-	-	-	-	-	1	11	1	9	-	-	5	4	-	-	-	-	-	-	-			
Machine-tool operators, toolroom ³ a/	489	3.51	-	-	-	-	-	-	-	-	-	-	3	3	6	-	16	58	143	134	59	46	21			
Millwrights ³ a/	247	3.34	-	-	-	-	-	-	-	-	-	-	-	-	8	50	11	110	61	7	-	-	-			
Pipefitters, maintenance ³ a/	150	3.38	-	-	-	-	-	-	-	-	-	-	-	-	-	10	8	31	101	-	-	-	-			
Punch-press operators, light and medium	1,917	2.62	-	-	-	162	1	457	21	181	423	297	171	7	24	34	72	63	3	-	-	-	1			
Time	1,676	2.55	-	-	-	162	-	454	20	162	421	292	165	-	-	-	-	-	-	-	-	-	-			
Incentive	241	3.14	-	-	-	-	1	3	1	19	2	5	6	7	24	34	72	63	3	-	-	-	-			

See footnotes at end of table.

Table 13. Motor Vehicle Parts: Occupational Earnings—Detroit, Michigan¹—Continued(Number and average straight-time hourly earnings² of workers in selected occupations, April 1963)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings ² of—																							
			Under \$1.90	\$1.90 and under \$2.00	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80 and over			
Selected production occupation—men—Continued																										
Punch-press operators, heavy (double crank or toggle) ^{3a/}	465	\$2.66	-	-	-	-	-	70	-	-	161	209	9	4	4	8	-	-	-	-	-	-	-	-	-	
Receiving clerks ^{3a/}	20	2.66	-	-	-	-	-	-	2	5	5	5	3	-	-	-	-	-	-	-	-	-	-	-	-	
Sheet-metal workers, maintenance (tinsmiths) ^{3a/}	19	3.41	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	16	-	-	-	-	-	-	-	
Shipping clerks ^{3a/}	17	2.73	-	-	-	-	-	-	-	-	5	11	-	1	-	-	-	-	-	-	-	-	-	-	-	
Timekeepers ^{3a/}	92	2.66	-	-	11	-	2	4	-	-	16	25	29	5	-	-	-	-	-	-	-	-	-	-	-	
Tool and die makers ^{3a/}	719	3.53	-	-	-	-	-	-	-	-	-	-	-	-	-	48	34	70	24	265	161	90	27	-		
Truckdrivers ^{3a/}	132	2.63	-	-	-	27	-	-	8	10	12	53	4	18	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power ^{3a/}	658	2.61	-	-	-	27	8	40	14	68	394	97	10	-	-	-	-	-	-	-	-	-	-	-	-	
Welders, hand ^{3a/}	404	3.07	-	-	-	-	-	36	8	1	-	94	38	47	9	6	8	2	40	89	10	16	-	-	-	
Welders, machine (resistance) ^{3a/}	537	2.58	-	-	-	36	-	114	-	25	175	186	-	1	-	-	-	-	-	-	-	-	-	-	-	
Selected production occupations—women																										
Assemblers, class C ^{3a/}	281	2.44	15	20	20	5	-	1	53	105	14	40	6	-	-	1	-	-	-	-	-	-	-	-	1	
Checkers, receiving and shipping ^{3a/}	12	2.37	-	4	-	-	-	-	-	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors, class B ^{3a/}	60	2.64	-	-	-	10	-	-	-	-	9	40	1	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, or cleaners ^{3a/}	29	2.27	5	5	-	-	-	6	4	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machine-tool operators, production, class C ^{4,3a/}	56	2.70	-	-	-	-	-	1	-	31	2	6	-	12	4	-	-	-	-	-	-	-	-	-	-	
Drill-press operators, single- or multiple-spindle, class C ^{3a/}	32	2.75	-	-	-	-	-	1	-	11	2	6	-	8	4	-	-	-	-	-	-	-	-	-	-	
Punch-press operators, light and medium	483	2.57	8	12	-	-	-	50	36	179	107	66	14	7	3	-	1	-	-	-	-	-	-	-	-	
Time	419	2.54	8	12	-	-	-	48	30	168	96	57	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Detroit Standard Metropolitan Statistical Area consists of Macomb, Oakland, and Wayne Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.⁴ Includes data for operators of other machine tools in addition to those shown separately.⁵ All workers were at \$1.70 to \$1.80.

Table 14. Motor Vehicle Parts: Occupational Earnings—Toledo, Ohio¹(Number and average straight-time hourly earnings² of workers in selected occupations, April 1963)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings ² of—																		
			Under \$1.90	\$1.90 and under \$2.00	\$2.00 \$2.10	\$2.10 \$2.20	\$2.20 \$2.30	\$2.30 \$2.40	\$2.40 \$2.50	\$2.50 \$2.60	\$2.60 \$2.70	\$2.70 \$2.80	\$2.80 \$2.90	\$2.90 \$3.00	\$3.00 \$3.10	\$3.10 \$3.20	\$3.20 \$3.30	\$3.30 \$3.40	\$3.40 \$3.50	\$3.50 \$3.60	and over
All production workers	5,330	\$2.88	32	21	71	52	133	180	341	396	245	834	548	546	489	332	375	339	141	142	113
Men	4,607	2.92	1	3	56	37	82	142	268	359	191	721	440	413	471	324	366	337	141	142	113
Women	723	2.63	31	18	15	15	51	38	73	37	54	113	108	133	18	8	9	2	-	-	-
<u>Selected production occupations—men</u>																					
Assembler, class B ³ b/	169	3.04	-	-	-	-	1	-	-	1	4	19	4	3	73	32	27	1	4	-	-
Checkers, receiving and shipping ³ a/	27	2.71	-	-	-	2	-	-	-	1	10	1	13	-	-	-	-	-	-	-	-
Electricians, maintenance ³ a/	46	3.17	-	-	-	-	-	-	-	-	2	-	1	4	3	-	34	-	2	-	-
Guards ³ a/	22	2.53	-	-	3	-	-	4	3	-	-	12	-	-	-	-	-	-	-	-	-
Inspectors, class B ³ a/	189	2.80	-	-	-	2	8	2	21	-	25	17	-	114	-	-	-	-	-	-	-
Janitors, porters, or cleaners ³ a/	136	2.48	-	1	4	13	3	11	18	84	2	-	-	-	-	-	-	-	-	-	-
Laborers, material handling ³ a/	163	2.41	-	-	16	8	3	-	128	2	-	5	1	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom ³ a/	37	3.32	-	-	-	-	-	-	-	-	3	-	1	3	1	-	4	-	17	3	5
Millwrights ³ a/	98	3.18	-	-	-	-	-	-	-	3	-	17	-	-	7	-	13	57	1	-	-
Punch-press operators, light and medium ³ b/	179	2.86	-	1	-	1	2	4	9	21	7	10	67	9	11	20	5	5	2	3	2
Timekeepers ³ a/	26	2.45	-	-	-	-	9	2	-	15	-	-	-	-	-	-	-	-	-	-	-
Tool and die makers ³ a/	157	3.38	-	-	-	-	-	-	-	-	-	-	4	3	6	19	10	44	14	23	34
Truckdrivers ³ a/	10	2.59	-	-	-	1	-	1	2	1	-	4	1	-	-	-	-	-	-	-	-
Truckers, power ³ a/	87	2.43	-	-	-	3	6	35	23	11	-	9	-	-	-	-	-	-	-	-	-
Welders, hand ³ b/	12	2.79	-	-	-	-	-	2	2	1	-	2	-	-	2	-	3	-	-	-	-
<u>Selected production occupations—women</u>																					
Punch-press operators, light and medium ³ b/	86	2.28	3	2	6	9	44	5	4	4	3	3	2	1	-	-	-	-	-	-	-

¹ The Toledo Standard Metropolitan Statistical Area consists of Lucas County.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 15. Motor Vehicle Parts: Method of Wage Payment and Labor-Management Agreements

(Percent of production and office workers by method of wage payment and labor-management contract coverage, United States and selected regions, April 1963)

Item	United States ¹	Northeast	North Central	South
Production workers				
<u>Method of wage payment</u>				
Time rated workers ²	69	56	70	84
Formal plan	64	53	66	71
Single rate	34	10	37	43
Range of rates	30	43	28	28
Individual rates	5	3	4	13
Incentive workers	31	44	30	16
Individual piecework	12	20	11	8
Group piecework	3	7	3	-
Individual bonus	8	9	8	8
Group bonus	8	8	9	1
<u>Labor-management agreements</u>				
Workers in establishments with agreements covering a majority of production workers	82	87	86	36
Office workers				
<u>Method of wage payment</u>				
Time rated workers ²	100	100	100	100
Formal plans	61	67	62	35
Single rate	1	-	1	3
Range of rates	60	67	61	32
Individual rates	39	33	38	65
<u>Labor-management agreements</u>				
Workers in establishments with agreements covering a majority of office workers	21	44	18	3

¹ Includes data for the western region in addition to those shown separately.

² The 3 basic types of rate structures for time-rated workers were defined as: (1) A (formal) range of rates for the same job, with the specific rates within the range determined by merit, length of service, or a combination of various concepts of merit and length of service; (2) a (formal) single rate which is the same for all workers in the same job classification, and under which the individual worker on a job receives the same rate during the entire time that he is holding the job. Individual workers may occasionally be paid above or below the single rate for special reasons, but such payments are regarded as exceptions to the usual rule; and (3) individual rates—in establishments in which there is no formal rate structure (either job rates or rate ranges), the rates paid being set on an individual basis. These rates may be based in a loose way on the job being done, or may be related to the training, ability, or skill of the individual worker.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 16. Motor Vehicle Parts: Scheduled Weekly Hours—All Industry Branches

(Percent of production and office workers by scheduled weekly hours of day-shift workers,¹
United States and selected regions, April 1963)

Weekly hours	United States ²	Northeast	North Central	South
Production workers				
All workers -----	100	100	100	100
37½ -----	1	-	2	-
40 -----	92	97	91	97
42 and under 45 -----	2	-	3	-
45 -----	2	3	1	2
48 -----	2	-	3	-
Over 48 -----	1	-	1	1
Office workers				
All workers -----	100	100	100	100
Under 40 -----	5	11	4	-
40 -----	94	89	95	92
42½ -----	(³)	-	-	5
44 -----	(³)	-	(³)	3
48 and over -----	(³)	-	1	-

¹ Data relate to the predominant work schedule of full-time day-shift workers in each establishment.² Includes data for the western region in addition to those shown separately.³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 17. Motor Vehicle Parts: Scheduled Weekly Hours—Selected Industry Branches

(Percent of production and office workers by scheduled weekly hours of day-shift workers,¹ United States and selected regions, April 1963)

Weekly hours	Motor vehicle parts and accessories ²				Automotive stampings ²		Automotive pistons, piston rings, and carburetors ²		Automotive electrical engine parts ²	
	United States ³	Northeast	North Central	South	United States ³	North Central	United States ³	North Central	United States ³	North Central
Production workers										
All workers	100	100	100	100	100	100	100	100	100	100
37½	1	-	1	-	-	-	10	13	-	-
40	92	99	91	95	89	88	86	83	93	90
42 and under 45	2	-	2	-	5	8	3	4	6	9
45	2	1	2	3	3	-	-	-	(4)	1
48	3	-	3	-	3	4	-	-	-	-
Over 48	1	-	1	2	-	-	-	-	-	-
Office workers										
All workers	100	100	100	100	100	100	100	100	100	100
Under 40	6	16	5	-	1	3	5	-	2	-
40	93	84	94	93	99	97	95	100	92	93
42½	(4)	-	-	7	-	-	-	-	-	-
44	-	-	-	-	-	-	-	-	7	7
48 or over	1	-	1	-	-	-	-	-	-	-

¹ Data relate to the predominant work schedule of full-time day-shift workers in each establishment.² For definition of industry branches, see appendix A.³ Includes data for region(s) in addition to those shown separately.⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 18. Motor Vehicle Parts: Shift Differential Provisions—All Industry Branches

(Percent of production workers by shift differential provisions,¹ United States and selected regions, April 1963)

Shift differential	United States ²	Northeast	North Central	South
<u>Second shift</u>				
Workers in establishments having provisions for second shift.....	95.8	92.7	97.3	91.6
With shift differential	93.3	92.7	95.7	76.6
Uniform cents per hour	66.5	39.9	71.6	68.0
3 or 4 cents	2.4	-	1.2	17.5
5 cents	13.6	-	15.1	23.3
5½ or 6 cents	5.6	7.1	5.4	5.2
7 or 7½ cents	7.9	3.7	9.0	3.3
8 cents	5.9	3.8	5.8	6.0
9 or 9½ cents	3.7	-	4.5	3.5
10 cents	13.6	9.7	15.1	9.1
11 cents	2.6	4.8	2.6	-
12 or 12½ cents	8.8	10.8	9.6	-
15 or 16 cents	2.5	.1	3.3	-
Uniform percentage	24.3	52.8	21.6	2.1
4 percent	.2	-	-	2.1
5 percent	13.8	12.0	16.0	-
7, 7½, or 8 percent	3.4	5.0	3.2	-
10 percent	6.3	32.1	2.4	-
11½ percent	.5	3.8	-	-
Other formal pay differential	2.6	-	2.5	6.4
With no shift differential	2.4	-	1.5	15.0
<u>Third or other late shift</u>				
Workers in establishments having provisions for third or other late shift	90.4	86.8	94.3	64.1
With shift differential	89.3	86.8	93.5	58.6
Uniform cents per hour	61.3	30.5	68.8	47.0
5 or 6 cents	2.9	-	2.2	13.6
7 or 7½ cents	2.6	-	3.4	-
8 or 9 cents	7.8	9.2	7.8	7.3
10 cents	18.0	5.8	19.9	20.0
10½ or 11 cents	2.2	2.1	2.5	-
12 cents	11.1	1.7	13.3	6.0
12½, 13, or 14 cents	5.1	2.6	6.2	-
15 cents	8.7	.1	11.4	-
16 cents or over	2.9	9.0	2.1	-
Uniform percentage	20.8	52.8	17.0	2.1
5 percent	1.9	1.6	2.2	-
7 or 7½ percent	5.8	8.0	5.9	2.1
10 percent	12.1	38.1	8.9	-
11½, 12, or 15 percent	1.0	5.1	-	-
Other formal pay differential	7.3	3.6	7.8	9.5
With no shift differential	1.1	-	.8	5.5

¹ Refers to policies of establishments either operating late shifts or having provisions covering late shifts.² Includes data for the western region in addition to those shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 19. Motor Vehicle Parts: Shift Differential Provisions—Selected Industry Branches

(Percent of production workers by shift differential provisions,¹ United States and selected regions, April 1963)

Shift differential	Motor vehicle parts and accessories ²				Automotive stampings ²		Automotive pistons, piston rings, and carburetors ²		Automotive electrical engine parts ²	
	United States ³	Northeast	North Central	South	United States ³	North Central	United States ³	North Central	United States ³	North Central
Second shift										
Workers in establishments having provisions for second shift	95.4	92.3	96.6	93.8	97.9	100.0	100.0	100.0	87.8	94.3
With shift differential	93.2	92.3	94.8	85.2	92.4	97.8	100.0	100.0	87.8	94.3
Uniform cents per hour	64.9	52.1	66.6	71.9	62.7	92.0	76.3	74.9	84.6	93.6
3 or 4 cents	2.9	-	.8	27.4	4.0	6.2	-	-	-	-
5 cents	8.7	-	9.6	13.3	18.3	28.2	33.0	26.3	22.1	33.8
5½ or 6 cents	6.7	13.7	6.3	2.0	4.7	7.3	-	-	5.7	1.5
7 or 7½ cents	7.1	7.1	8.0	-	5.2	4.5	8.9	7.0	16.3	24.9
8 cents	5.3	-	4.9	9.4	7.2	11.2	7.2	8.6	6.4	3.4
9 or 9½ cents	3.9	-	4.3	5.5	3.0	4.7	-	-	10.1	15.4
10 cents	13.9	18.6	13.5	14.2	20.2	29.9	16.9	20.5	2.7	4.1
11 cents	3.5	9.2	3.2	-	-	-	3.0	3.6	-	-
12 or 12½ cents	10.6	3.5	12.9	-	-	-	1.4	1.6	14.5	-
15 or 16 cents	2.3	-	2.9	-	-	-	5.9	7.2	6.8	10.5
Uniform percentage	24.9	40.1	25.0	3.3	29.7	5.8	20.7	21.5	3.2	.6
4 percent	.3	-	-	3.3	-	-	-	-	-	-
5 percent	16.5	20.0	18.1	-	3.8	5.8	14.5	17.6	-	-
7, 7½, or 8 percent	4.8	9.6	4.2	-	-	-	-	-	-	-
10 percent	3.3	10.5	2.7	-	21.4	-	6.2	3.9	3.2	-
11½ percent	-	-	-	-	4.5	-	-	-	-	-
Other formal pay differential	3.5	-	3.2	10.0	-	-	3.0	3.7	-	-
With no shift differential	2.2	-	1.9	8.6	5.6	2.2	-	-	-	-
Third or other late shift										
Workers in establishments having provisions for third or other late shift	89.8	80.9	93.5	70.9	88.3	95.1	100.0	100.0	85.1	90.1
With shift differential	88.2	80.9	92.4	62.3	88.3	95.1	100.0	100.0	85.1	90.1
Uniform cents per hour	58.6	34.0	64.0	44.1	58.6	89.3	71.7	69.4	81.9	89.5
5 or 6 cents	3.9	-	2.7	21.2	1.5	2.3	-	-	-	-
7 or 7½ cents	.5	-	.6	-	.9	1.4	5.8	7.0	15.9	24.3
8 or 9 cents	7.7	13.7	6.6	11.4	10.1	15.7	-	-	17.8	20.8
10 cents	15.3	11.1	16.8	2.0	16.6	25.6	41.1	36.2	16.1	17.4
10½ or 11 cents	2.6	4.1	2.8	-	-	-	3.0	3.6	2.6	4.0
12 cents	9.0	-	10.4	9.4	22.7	35.1	14.9	14.3	8.2	12.5
12½, 13, or 14 cents	7.1	5.1	8.3	-	-	-	-	-	-	-
15 cents	11.1	-	14.0	-	6.0	8.0	1.0	1.2	6.8	10.5
16 cents or over	1.5	-	2.0	-	.8	1.2	5.9	7.2	14.5	-
Uniform percentage	19.6	40.1	18.4	3.3	29.7	5.8	20.7	21.5	3.2	.6
5 percent	1.6	-	2.1	-	-	-	-	-	-	-
7 or 7½ percent	8.6	15.5	8.4	3.3	-	-	-	-	-	-
10 percent	8.7	22.1	7.9	-	25.2	5.8	20.7	21.5	3.2	-
11½, 12, or 15 percent	.7	2.6	-	-	4.5	-	-	-	-	-
Other formal pay differential	10.0	6.9	10.0	14.9	-	-	7.6	9.1	-	-
With no shift differential	1.6	-	1.1	8.6	-	-	-	-	-	-

¹ Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.² For definition of industry branches, see appendix A.³ Includes data for region(s) in addition to those shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 20. Motor Vehicle Parts: Shift Differential Practices—All Industry Branches

(Percent of production workers employed on late shifts by amount of pay differential,
United States and selected regions, April 1963)

Shift differential	United States ¹	Northeast	North Central	South
<u>Second shift</u>				
Workers employed on second shift	24.6	25.0	25.8	15.5
Receiving shift differential	24.1	25.0	25.5	12.6
Uniform cents per hour	17.2	10.9	19.1	12.0
3 or 4 cents	.7	-	.4	4.7
5 cents	3.1	-	3.8	3.4
5½ or 6 cents	1.6	2.8	1.5	.7
7 or 7½ cents	2.1	1.1	2.4	-
8 cents	1.6	1.1	1.7	1.6
9 or 9½ cents	1.0	-	1.2	.6
10 cents	3.3	2.5	3.7	1.0
11 cents	.9	1.6	.9	-
12 or 12½ cents	2.3	1.7	2.7	-
15 or 16 cents	.7	-	.9	-
Uniform percentage	6.2	14.1	5.5	.3
4 percent	(²)	-	-	.3
5 percent	3.5	2.1	4.3	-
7, 7½, or 8 percent	.8	1.2	.8	-
10 percent	1.5	8.9	.4	-
11½ percent	.3	1.9	-	-
Other formal pay differential	.7	-	.9	.3
Receiving no shift differential	.5	-	.3	2.9
<u>Third or other late shift</u>				
Workers employed on third or other late shift	5.1	3.0	5.8	2.7
Receiving shift differential	5.1	3.0	5.8	2.7
Uniform cents per hour	3.8	2.3	4.3	2.6
5 or 6 cents	.2	-	(²)	1.6
7 or 7½ cents	.1	-	.1	-
8 or 9 cents	.2	.9	.1	-
10 cents	1.4	.5	1.7	.1
10½ or 11 cents	.1	-	.1	-
12 cents	.8	-	.8	.9
12½, 13, or 14 cents	.4	.3	.6	-
15 cents	.5	-	.7	-
16 cents or over	.2	.5	.1	-
Uniform percentage	.9	.7	1.1	(²)
5 percent	.1	-	.1	-
7 or 7½ percent	.3	.2	.3	(²)
10 percent	.5	.5	.6	-
Other formal pay differential	.3	-	.4	.1
Receiving no shift differential	(²)	-	(²)	-

¹ Includes data for the western region in addition to those shown separately.² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 21. Motor Vehicle Parts: Shift Differential Practices—Selected Industry Branches

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, April 1963)

Shift differential	Motor vehicle parts and accessories ¹				Automotive stampings ¹		Automotive pistons, piston rings, and carburetors ¹		Automotive electrical engine parts ¹	
	United States ²	Northeast	North Central	South	United States ²	North Central	United States ²	North Central	United States ²	North Central
<u>Second shift</u>										
Workers employed on second shift	24.5	22.8	25.8	17.5	28.9	28.2	24.5	27.0	22.4	22.3
Receiving shift differential	24.2	22.8	25.5	17.5	27.1	27.5	24.5	27.0	22.4	22.3
Uniform cents per hour	17.2	15.8	17.8	16.6	16.6	25.2	19.5	21.5	19.8	22.2
3 or 4 cents	.7	-	.2	7.3	1.7	2.6	-	-	-	-
5 cents	1.8	-	1.9	3.9	5.4	8.4	6.6	7.2	6.6	10.1
5½ or 6 cents	2.0	5.4	1.8	.4	1.1	1.7	-	-	.7	.2
7 or 7½ cents	2.0	2.2	2.3	-	.4	.6	2.1	1.2	4.9	7.5
8 cents	1.4	-	1.4	2.5	2.2	3.3	2.3	2.8	2.0	.6
9 or 9½ cents	1.1	-	1.3	1.0	.9	1.4	-	-	1.8	2.8
10 cents	3.3	4.9	3.3	1.5	4.9	7.2	5.0	6.0	-	-
11 cents	1.2	3.1	1.1	-	-	-	1.2	1.4	-	-
12 or 12½ cents	2.9	.3	3.7	-	-	-	.1	.1	3.1	-
15 or 16 cents	.7	-	.9	-	-	-	2.3	2.8	.7	1.0
Uniform percentage	6.0	7.0	6.5	.5	10.5	2.3	4.3	4.6	2.6	(³)
4 percent	(³)	-	-	.5	-	-	-	-	-	-
5 percent	4.4	3.5	5.1	-	1.5	2.3	3.4	4.1	-	-
7, 7½, or 8 percent	1.1	2.3	1.0	-	-	-	-	-	-	-
10 percent	.5	1.3	.4	-	6.8	-	.9	.6	2.6	(³)
11½ percent	-	-	-	-	2.3	-	-	-	-	-
Other formal pay differential	1.0	-	1.2	.4	-	-	7	.8	-	-
Receiving no shift differential	.3	-	.4	-	1.8	7	-	-	-	-
<u>Third or other late shift</u>										
Workers employed on third or other late shift	5.5	4.0	6.0	4.0	2.7	4.1	8.8	9.7	2.3	1.1
Receiving shift differential	5.5	4.0	6.0	4.0	2.7	4.1	8.8	9.7	2.3	1.1
Uniform cents per hour	4.0	3.0	4.2	3.8	2.4	3.8	6.6	7.2	2.3	1.1
5 or 6 cents	.2	-	(³)	2.5	.1	.1	-	-	-	-
7 or 7½ cents	(³)	-	(³)	-	-	-	-	-	.1	.1
8 or 9 cents	.2	1.4	(³)	-	.4	.7	-	-	.7	.3
10 cents	1.6	1.0	1.8	-	.9	1.4	2.1	2.5	(³)	-
10½ or 11 cents	.1	-	.1	-	-	-	.2	.2	.1	.1
12 cents	.5	-	.5	1.4	1.0	1.6	3.5	3.5	.3	.4
12½, 13, or 14 cents	.6	.6	.7	-	-	-	-	-	-	-
15 cents	.8	-	1.0	-	-	-	-	-	.1	.2
16 cents or over	.1	-	.1	-	-	-	.8	1.0	1.0	-
Uniform percentage	1.1	1.1	1.2	(³)	.2	.4	1.6	1.7	-	-
5 percent	.1	-	.2	-	-	-	-	-	-	-
7 or 7½ percent	.4	.4	.5	(³)	-	-	-	-	-	-
10 percent	.5	.7	.6	-	.2	.4	1.6	1.7	-	-
Other formal pay differential	.4	-	.5	.2	-	-	.7	.8	-	-
Receiving no shift differential	(³)	-	(³)	-	-	-	-	-	-	-

¹ For definition of industry branches, see appendix A.² Includes data for region(s) in addition to those shown separately.³ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 22. Motor Vehicle Parts: Paid Holidays—All Industry Branches

(Percent of production and office workers in establishments with formal provisions for paid holidays, United States and selected regions, April 1963)

Number of paid holidays	United States ¹	Northeast	North Central	South
Production workers				
All workers.....	100	100	100	100
Workers in establishments providing paid holidays.....	99	100	99	91
4 days.....	(²)	-	-	6
5 days.....	2	-	1	19
6 days.....	9	3	8	21
6 days plus 1 half day.....	3	-	2	16
6 days plus 2 half days.....	38	20	45	5
7 days.....	26	32	25	21
7 days plus 1 or 2 half days.....	7	11	7	-
8 days.....	10	11	11	3
8 days plus 1 or 2 half days.....	1	8	-	-
9 days or 9 days plus 2 half days.....	1	8	(²)	-
10 days.....	(²)	2	-	-
10 days plus 1 or 2 half days.....	1	5	-	-
Workers in establishments providing no paid holidays.....	1	-	1	9
Office workers				
All workers.....	100	100	100	100
Workers in establishments providing paid holidays.....	99	100	100	98
4 days.....	1	-	-	10
5 days.....	1	-	(²)	11
6 days.....	9	3	8	28
6 days plus 1 half day.....	4	-	3	14
6 days plus 2 half days.....	43	26	50	8
7 days.....	20	19	20	25
7 days plus 1 half day.....	4	6	4	-
7 days plus 2 half days.....	5	10	4	-
8 days.....	9	10	10	3
8 days plus 1 half day.....	1	7	-	-
8 days plus 2 half days or 9 days.....	(²)	2	(²)	-
9 days plus 2 half days or 10 days.....	1	8	-	-
10 days plus 1 half day.....	2	10	-	-
Workers in establishments providing no paid holidays.....	(²)	-	-	2

¹ Includes data for the western region in addition to those shown separately.² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 23. Motor Vehicle Parts: Paid Holidays—Selected Industry Branches

(Percent of production and office workers in establishments with formal provisions for paid holidays,
United States and selected regions, April 1963)

Number of paid holidays	Motor vehicle parts and accessories ¹				Automotive stampings ¹		Automotive pistons, piston rings, and carburetors ¹		Automotive electrical engine parts ¹	
	United States ²	Northeast	North Central	South	United States ²	North Central	United States ²	North Central	United States ²	North Central
Production workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	100	99	93	100	100	100	100	100	100
4 days.....	1	-	-	6	-	-	-	-	2	-
5 days.....	2	-	1	16	6	-	-	-	-	-
6 days.....	9	6	6	27	16	25	2	2	10	8
6 days plus 1 half day.....	3	-	2	19	1	2	-	-	2	2
6 days plus 2 half days.....	33	5	40	7	55	55	44	53	38	59
7 days.....	29	39	28	17	12	14	36	26	29	16
7 days plus 1 or 2 half days.....	8	18	8	-	-	-	13	16	5	4
8 days.....	12	8	14	-	7	-	6	4	7	10
8 days plus 1 or 2 half days.....	(³)	4	-	-	-	-	-	-	7	-
9 days or 9 days plus 2 half days.....	1	10	-	-	2	3	-	-	-	-
10 days plus 1 or 2 half days.....	1	10	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	1	-	1	7	-	-	-	-	-	-
Office workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	100	100	100	100	100	100	100	100	100	100
4 days.....	1	-	-	9	-	-	-	-	2	-
5 days.....	1	-	(³)	11	2	-	-	-	-	-
6 days.....	9	6	7	31	11	18	2	3	19	23
6 days plus 1 half day.....	3	-	3	14	1	2	-	-	14	23
6 days plus 2 half days.....	42	5	49	10	70	64	48	54	18	29
7 days.....	20	22	20	24	9	13	35	32	22	9
7 days plus 1 half day.....	6	12	5	-	-	-	-	-	-	-
7 days plus 2 half days.....	6	17	4	-	-	-	10	11	3	1
8 days.....	10	7	12	-	6	-	5	-	9	15
8 days plus 2 half days or 9 days.....	(³)	4	-	-	1	3	-	-	12	-
9 days plus 2 half days or 10 days.....	1	9	-	-	-	-	-	-	-	-
10 days plus 1 half day.....	2	19	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	-	-	-	-	-	-	-	-	-

¹ For definition of industry branches, see appendix A.² Includes data for region(s) in addition to those shown separately.³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 24. Motor Vehicle Parts: Paid Vacations—All Industry Branches

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1963)

Vacation policy	United States ¹	Northeast	North Central	South	Vacation policy	United States ¹	Northeast	North Central	South
	Production workers					Office workers			
All workers -----	100	100	100	100	All workers -----	100	100	100	100
<u>Method of payment</u>					<u>Method of payment</u>				
Workers in establishments providing paid vacations -----	99	100	100	96	Workers in establishments providing paid vacations -----	99	100	100	98
Length-of-time payments -----	63	61	64	56	Length-of-time payment -----	95	83	97	95
Percentage payment -----	32	23	33	40	Percentage payment -----	4	11	3	3
Flat-sum payment -----	1	-	2	-	Other -----	1	6	-	-
Other -----	3	16	1	-	Workers in establishment providing no paid vacations -----	(³)	-	-	-
Workers in establishments providing no paid vacations -----	(³)	-	-	4					
<u>Amount of vacation pay²</u>					<u>Amount of vacation pay²</u>				
<u>After 1 year of service</u>					<u>After 6 months of service</u>				
Under 1 week -----	1	-	1	-	Under 1 week -----	7	2	8	4
1 week -----	71	79	69	78	1 week -----	51	71	48	40
Over 1 and under 2 weeks -----	24	14	27	15	Over 1 and under 2 weeks -----	8	11	8	-
2 weeks -----	3	7	3	3	2 weeks -----	1	2	1	-
<u>After 3 years of service</u>					<u>After 1 year of service</u>				
Under 1 week -----	-	-	-	-	Under 1 week -----	-	-	-	-
1 week -----	17	9	18	24	1 week -----	23	8	23	57
Over 1 and under 2 weeks -----	50	35	54	35	Over 1 and under 2 weeks -----	1	4	-	-
2 weeks -----	31	50	27	34	2 weeks -----	75	87	76	41
Over 2 and under 3 weeks -----	2	6	1	3	Over 2 and under 3 weeks -----	1	-	1	-
<u>After 5 years of service</u>					<u>After 3 years of service</u>				
Under 1 week -----	1	-	1	6	1 week -----	4	1	3	9
Over 1 and under 2 weeks -----	2	-	2	-	Over 1 and under 2 weeks -----	2	1	2	9
2 weeks -----	71	77	70	66	2 weeks -----	92	98	92	81
Over 2 and under 3 weeks -----	26	21	27	24	Over 2 and under 3 weeks -----	2	(³)	3	-
3 weeks -----	(³)	2	-	-	<u>After 5 years of service</u>				
<u>After 10 years of service</u>					1 week -----	1	(³)	(³)	6
Under 1 week -----	1	-	1	6	2 weeks -----	90	86	91	84
Over 1 and under 2 weeks -----	(³)	-	1	-	Over 2 and under 3 weeks -----	9	13	8	8
2 weeks -----	26	25	22	59	3 weeks -----	(³)	(³)	1	-
Over 2 and under 3 weeks -----	51	41	57	21	<u>After 10 years of service</u>				
3 weeks -----	19	34	18	10	1 week -----	1	(³)	(³)	6
Over 3 and under 4 weeks -----	2	-	3	-	2 weeks -----	31	27	29	69
					Over 2 and under 3 weeks -----	27	31	27	9
					3 weeks -----	41	42	43	15

See footnotes at end of table.

Table 24. Motor Vehicle Parts: Paid Vacations—All Industry Branches—Continued

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1963)

Vacation policy	United States ¹	Northeast	North Central	South	Vacation policy	United States ¹	Northeast	North Central	South
Production workers					Office workers				
<u>Amount of vacation pay²—Continued</u>					<u>Amount of vacation pay²—Continued</u>				
<u>After 15 years of service</u>					<u>After 15 years of service</u>				
1 week-----	1	-	1	6	1 week-----	1	(³)	(³)	6
Over 1 and under 2 weeks-----	(³)	-	1	-	2 weeks-----	10	9	6	62
2 weeks-----	10	7	6	35	Over 2 and under 3 weeks-----	(³)	-	-	-
Over 2 and under 3 weeks-----	6	7	7	-	3 weeks-----	83	78	89	28
3 weeks-----	66	70	68	50	Over 3 and under 4 weeks-----	4	13	3	2
Over 3 and under 4 weeks-----	15	15	17	4	4 weeks-----	2	-	2	-
4 weeks-----	(³)	-	(³)	-	<u>After 20 years of service</u>				
<u>After 20 years of service</u>					<u>After 20 years of service</u>				
1 week-----	1	-	1	6	1 week-----	1	(³)	(³)	6
Over 1 and under 2 weeks-----	(³)	-	1	-	2 weeks-----	10	8	6	62
2 weeks-----	10	5	6	35	Over 2 and under 3 weeks-----	(³)	-	-	-
Over 2 and under 3 weeks-----	6	7	6	-	3 weeks-----	72	67	77	28
3 weeks-----	58	58	59	50	Over 3 and under 4 weeks-----	5	9	5	2
Over 3 and under 4 weeks-----	17	18	19	4	4 weeks-----	11	16	12	-
4 weeks-----	7	12	7	-	Over 4 weeks-----	1	-	1	-
Over 4 weeks-----	2	-	2	-	<u>After 25 years of service</u>				
<u>After 25 years of service</u>					<u>After 25 years of service</u>				
1 week-----	1	-	1	6	1 week-----	1	(³)	(³)	6
Over 1 and under 2 weeks-----	(³)	-	1	-	2 weeks-----	10	8	6	62
2 weeks-----	10	5	6	35	Over 2 and under 3 weeks-----	(³)	-	-	-
Over 2 and under 3 weeks-----	6	7	6	-	3 weeks-----	56	56	59	23
3 weeks-----	51	47	53	46	Over 3 and under 4 weeks-----	1	2	1	2
Over 3 and under 4 weeks-----	10	5	12	4	4 weeks-----	31	34	33	5
4 weeks-----	20	35	19	4	Over 4 weeks-----	1	-	2	-
Over 4 weeks-----	2	-	3	-					

¹ Includes data for the western region in addition to those shown separately.² Vacation payments such as percent of annual earnings and flat sum amounts were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 25. Motor Vehicle Parts: Paid Vacations—Selected Industry Branches

(Percent of production and office workers in establishments with formal provisions for paid vacations, after selected periods of service, United States and selected regions, April 1963)

Vacation policy	Motor vehicle parts and accessories ¹				Automotive stampings ¹		Automotive pistons, piston rings, and carburetors ¹		Automotive electrical engine parts ¹	
	United States ²	Northeast	North Central	South	United States ²	North Central	United States ²	North Central	United States ²	North Central
	Production workers									
All workers.....	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>										
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100
Length-of-time payments.....	67	87	64	65	55	64	61	66	55	67
Percentage payment.....	31	13	33	35	20	28	39	34	45	33
Flat-sum payment.....	2	-	3	-	-	-	-	-	-	-
Other.....	-	-	-	-	24	8	-	-	-	-
<u>Amount of vacation pay³</u>										
<u>After 1 year of service</u>										
Under 1 week.....	-	-	-	-	4	6	-	-	6	9
1 week.....	69	81	65	94	82	80	70	77	71	78
Over 1 and under 2 weeks.....	26	9	32	6	9	13	30	23	23	13
2 weeks.....	4	10	4	-	5	-	-	-	-	-
<u>After 3 years of service</u>										
1 week.....	17	10	16	35	17	20	28	34	13	18
Over 1 and under 2 weeks.....	47	21	54	12	37	48	65	58	63	48
2 weeks.....	34	57	29	49	41	24	6	8	24	35
Over 2 and under 3 weeks.....	2	12	-	4	5	8	-	-	-	-
<u>After 5 years of service</u>										
1 week.....	1	-	1	8	-	-	-	-	2	-
Over 1 and under 2 weeks.....	(4)	-	-	-	9	14	-	-	-	-
2 weeks.....	70	80	68	77	78	72	78	87	67	81
Over 2 and under 3 weeks.....	28	16	31	15	13	13	22	13	31	19
3 weeks.....	(4)	4	-	-	-	-	-	-	-	-
<u>After 10 years of service</u>										
1 week.....	1	-	1	8	-	-	-	-	2	-
Over 1 and under 2 weeks.....	-	-	-	-	4	6	-	-	-	-
2 weeks.....	29	32	22	72	15	7	16	16	37	50
Over 2 and under 3 weeks.....	45	12	55	11	69	71	79	79	50	33
3 weeks.....	22	55	19	10	7	7	4	5	11	16
Over 3 and under 4 weeks.....	2	-	3	-	5	8	-	-	-	-
<u>After 15 years of service</u>										
1 week.....	1	-	1	8	-	-	-	-	2	-
Over 1 and under 2 weeks.....	-	-	-	-	4	6	-	-	-	-
2 weeks.....	11	10	7	35	11	1	-	-	5	7
Over 2 and under 3 weeks.....	4	-	6	-	16	25	1	2	15	-
3 weeks.....	66	74	67	51	58	57	79	74	75	86
Over 3 and under 4 weeks.....	17	16	19	6	11	11	17	20	4	6
4 weeks.....	-	-	-	-	-	-	3	4	(4)	1

See footnotes at end of table.

Table 25. Motor Vehicle Parts: Paid Vacations—Selected Industry Branches—Continued

(Percent of production and office workers in establishments with formal provisions for paid vacations, after selected periods of service, United States and selected regions, April 1963)

Vacation policy	Motor vehicle parts and accessories ¹				Automotive stampings ¹		Automotive pistons, piston rings, and carburetors ¹		Automotive electrical engine parts ¹	
	United States ²	Northeast	North Central	South	United States ²	North Central	United States ²	North Central	United States ²	North Central
Production workers—Continued										
Amount of vacation pay ³ —Continued										
After 20 years of service										
1 week	1	-	1	8	-	-	-	-	2	-
Over 1 and under 2 weeks	-	-	-	-	4	6	-	-	-	-
2 weeks	11	10	7	35	8	1	-	-	5	7
Over 2 and under 3 weeks	4	-	6	-	11	17	1	2	15	-
3 weeks	57	52	59	51	61	57	55	46	68	76
Over 3 and under 4 weeks	17	18	18	6	17	19	25	31	4	6
4 weeks	7	20	6	-	-	-	18	21	7	11
Over 4 weeks	2	-	3	-	-	-	-	-	-	-
After 25 years of service										
1 week	1	-	1	8	-	-	-	-	2	-
Over 1 and under 2 weeks	-	-	-	-	4	6	-	-	-	-
2 weeks	11	10	7	35	8	1	-	-	5	7
Over 2 and under 3 weeks	4	-	6	-	11	17	1	2	15	-
3 weeks	51	37	54	51	61	57	48	38	55	63
Over 3 and under 4 weeks	9	-	11	6	11	11	9	11	4	6
4 weeks	20	54	18	-	5	8	41	50	13	13
Over 4 weeks	2	-	3	-	-	-	-	-	7	10
Office workers										
All workers	100	100	100	100	100	100	100	100	100	100
Method of payment										
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100
Length-of-time payments	95	79	97	96	93	100	100	100	91	85
Percentage payment	5	16	3	4	-	-	-	-	9	15
Other	(⁴)	5	-	-	7	-	-	-	-	-
Amount of vacation pay ³										
After 6 months of service										
Under 1 week	9	3	10	5	2	4	-	-	3	5
1 week	45	75	42	30	78	73	66	64	51	72
Over 1 and under 2 weeks	8	6	9	-	-	-	-	-	15	-
2 weeks	(⁴)	5	-	-	-	-	4	5	4	7
After 1 year of service										
1 week	25	11	23	73	11	17	27	29	23	27
Over 1 and under 2 weeks	1	8	-	-	-	-	-	-	-	-
2 weeks	74	81	76	27	89	83	73	71	77	73
Over 2 and under 3 weeks	1	-	1	-	-	-	-	-	-	-

See footnotes at end of table.

Table 25. Motor Vehicle Parts: Paid Vacations—Selected Industry Branches—Continued

(Percent of production and office workers in establishments with formal provisions for paid vacations, after selected periods of service, United States and selected regions, April 1963)

Vacation policy	Motor vehicle parts and accessories ¹				Automotive stampings ¹		Automotive pistons, piston rings, and carburetors ¹		Automotive electrical engine parts ¹	
	United States ²	Northeast	North Central	South	United States ²	North Central	United States ²	North Central	United States ²	North Central
Office workers—Continued										
Amount of vacation pay ³ —Continued										
After 3 years of service										
1 week	4	2	3	9	2	4	(⁴)	(⁴)	10	12
Over 1 and under 2 weeks	1	-	1	11	3	6	6	6	-	-
2 weeks	92	98	92	80	95	90	94	93	90	88
Over 2 and under 3 weeks	3	(⁴)	4	-	1	1	-	-	-	-
After 5 years of service										
1 week	1	-	(⁴)	5	-	-	-	-	2	-
2 weeks	88	74	90	91	96	93	100	100	84	85
Over 2 and under 3 weeks	11	26	10	4	-	-	-	-	13	15
3 weeks	(⁴)	(⁴)	(⁴)	-	4	7	-	-	-	-
After 10 years of service										
1 week	1	-	(⁴)	5	-	-	-	-	2	-
2 weeks	28	23	25	82	29	43	26	27	50	57
Over 2 and under 3 weeks	24	6	28	5	52	25	34	38	28	15
3 weeks	47	70	47	7	19	32	40	35	20	29
After 15 years of service										
1 week	1	-	(⁴)	5	-	-	-	-	2	-
2 weeks	10	7	5	74	13	14	1	-	28	28
Over 2 and under 3 weeks	(⁴)	-	-	-	-	-	-	-	-	-
3 weeks	85	72	93	18	83	86	67	64	69	72
Over 3 and under 4 weeks	4	21	2	3	3	-	11	12	-	-
4 weeks	-	-	-	-	-	-	21	23	(⁴)	(⁴)
After 20 years of service										
1 week	1	-	(⁴)	5	-	-	-	-	2	-
2 weeks	10	7	5	74	9	10	1	-	28	28
Over 2 and under 3 weeks	(⁴)	-	-	-	-	-	-	-	-	-
3 weeks	72	50	80	18	86	87	67	64	44	34
Over 3 and under 4 weeks	5	14	4	3	5	3	11	12	-	-
4 weeks	11	29	10	-	-	-	21	23	25	38
Over 4 weeks	1	-	1	-	-	-	-	-	-	-
After 25 years of service										
1 week	1	-	(⁴)	5	-	-	-	-	2	-
2 weeks	10	7	5	74	9	10	1	-	28	28
Over 2 and under 3 weeks	(⁴)	-	-	-	-	-	-	-	-	-
3 weeks	55	33	61	18	86	87	42	37	31	20
Over 3 and under 4 weeks	1	-	1	3	3	-	-	-	-	-
4 weeks	33	60	32	-	2	3	57	63	29	38
Over 4 weeks	1	-	1	-	-	-	-	-	9	15

¹ For definition of industry branches see appendix A.² Includes data for region(s) in addition to those shown separately.³ Vacation payments such as percent of annual earnings and flat-sum amounts were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 26. Motor Vehicle Parts: Health, Insurance, Severance, and Pension Plans—All Industry Branches

(Percent of production and office workers in establishments with specified health, insurance, severance, and pension plans, United States and selected regions, April 1963)

Type of plan ¹	United States ²	Northeast	North Central	South
Production workers				
All workers	100	100	100	100
Workers in establishments providing:				
Life insurance.....	98	97	99	84
Accidental death and dismemberment insurance.....	80	65	85	69
Sickness and accident insurance or sick leave or both ³	94	93	97	75
Sickness and accident insurance.....	93	93	97	75
Sick leave (full pay, no waiting period).....	1	4	(⁴)	4
Sick leave (partial pay or waiting period).....	1	2	1	-
Hospitalization insurance.....	98	90	99	93
Surgical insurance.....	97	90	99	93
Medical insurance.....	78	66	83	52
Catastrophe insurance.....	14	10	13	31
Retirement pension.....	79	87	83	45
Retirement severance pay.....	11	3	13	7
No plans.....	1	-	-	7
Office workers				
All workers	100	100	100	100
Workers in establishments providing:				
Life insurance.....	99	98	99	87
Accidental death and dismemberment insurance.....	76	61	80	72
Sickness and accident insurance or or sick leave or both ³	93	95	95	70
Sickness and accident insurance.....	85	95	85	63
Sick leave (full pay, no waiting period).....	55	54	57	25
Sick leave (partial pay or waiting period).....	1	(⁴)	1	-
Hospitalization insurance.....	98	90	99	94
Surgical insurance.....	98	90	99	94
Medical insurance.....	84	62	90	59
Catastrophe insurance.....	47	43	48	44
Retirement pension.....	84	92	87	46
Retirement severance pay.....	4	1	5	7
No plans.....	(⁴)	-	-	6

¹ Includes only those plans for which part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.

² Includes data for the western region in addition to those shown separately.

³ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

⁴ Less than 0.5 percent.

Table 27. Motor Vehicle Parts: Health, Insurance, Severance, and Pension Plans—Selected Industry Branches

(Percent of production and office workers in establishments with specified health, insurance, severance, and pension plans, United States and selected regions, April 1963)

Type of plan ¹	Motor vehicle parts and accessories ²				Automotive stampings ²		Automotive pistons, piston rings, and carburetors ²		Automotive electrical engine parts ²	
	United States ³	Northeast	North Central	South	United States ³	North Central	United States ³	North Central	United States ³	North Central
Production workers										
All workers	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance	97	95	99	81	100	100	100	100	100	100
Accidental death and dismemberment insurance	80	48	86	60	88	81	77	75	70	76
Sickness and accident insurance or sick leave or both ⁴	94	91	99	66	99	99	90	87	92	88
Sickness and accident insurance	93	91	98	66	98	98	90	87	91	86
Sick leave (full pay, no waiting period)	2	8	(⁵)	3	-	-	-	-	3	1
Sick leave (partial pay or waiting period)	1	4	1	-	1	1	-	-	-	-
Hospitalization insurance	99	94	100	94	97	100	100	100	90	92
Surgical insurance	98	90	99	94	97	100	100	100	90	92
Medical insurance	83	79	87	54	56	75	100	100	52	45
Catastrophe insurance	15	18	13	25	8	13	33	27	5	6
Retirement pension	83	83	90	35	71	61	96	99	52	44
Retirement severance pay	11	6	13	4	11	17	13	15	13	13
No plans	(⁵)	-	-	6	-	-	-	-	-	-
Office workers										
All workers	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance	98	97	99	85	100	100	100	100	100	100
Accidental death and dismemberment insurance	74	40	79	69	94	89	82	81	58	60
Sickness and accident insurance or sick leave or both ⁴	94	92	97	62	98	99	89	88	92	88
Sickness and accident insurance	84	92	86	54	97	98	76	73	90	84
Sick leave (full pay, no waiting period)	61	82	60	25	13	20	69	70	41	32
Sick leave (partial pay or waiting period)	(⁵)	(⁵)	(⁵)	-	(⁵)	1	-	-	9	15
Hospitalization insurance	99	94	100	95	98	100	100	100	85	93
Surgical insurance	99	93	99	95	98	100	100	100	85	93
Medical insurance	88	79	91	62	57	80	100	100	75	87
Catastrophe insurance	47	33	49	46	53	29	49	50	34	50
Retirement pension	86	90	91	39	79	63	96	95	70	61
Retirement severance pay	3	1	4	2	(⁵)	(⁵)	-	-	(⁵)	(⁵)
No plans	(⁵)	-	-	5	-	-	-	-	-	-

¹ Includes only those plans for which part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.² For definition of industry branches, see appendix A.³ Includes data for region(s) in addition to those shown separately.⁴ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.⁵ Less than 0.5 percent.

Table 28. Motor Vehicle Parts: Supplemental Unemployment and Short Workweek Benefits, Technological Severance Pay and Moving Allowance Plans—All Industry Branches

(Percent of production and office workers in establishments having formal provisions for supplemental unemployment and short workweek benefits, technological severance pay and moving allowance, United States, selected regions and areas, April 1963)

Item	United States ¹	North-east	North Central						South
			Total	Rest of region	Chicago	Cleveland	Detroit	Toledo	
	Production workers								
Supplemental unemployment benefits -----	43	47	48	44	27	32	72	94	4
Short workweek benefits -----	30	32	34	28	-	30	66	76	3
Technological severance pay -----	5	20	3	2	-	8	5	-	-
Moving allowance -----	13	23	13	10	-	17	20	57	-
	Office workers								
Supplemental unemployment benefits -----	9	20	7	7	-	-	12	27	3
Short workweek benefits -----	5	18	3	-	-	-	12	27	2
Technological severance pay -----	4	18	2	2	-	-	2	-	-
Moving allowance -----	5	16	4	2	-	2	1	56	-

¹ Includes data for the western region in addition to those shown separately.

Table 29. Motor Vehicle Parts: Supplemental Unemployment and Short Workweek Benefits, Technological Severance Pay and Moving Allowance Plans—Selected Industry Branches

(Percent of production and office workers in establishments having formal provisions for supplemental unemployment and short workweek benefits, technological severance pay and moving allowance, United States and selected regions, April 1963)

Item	Motor vehicle parts and accessories ¹				Automotive stampings ¹		Automotive pistons, piston rings, and carburetors ¹		Automotive electrical engine parts ¹	
	United States ²	North-east	North Central	South	United States ²	North Central	United States ²	North Central	United States ²	North Central
Production workers										
Supplemental unemployment benefits	44	34	50	6	48	39	41	50	37	27
Short workweek benefits	28	5	34	4	44	32	33	40	37	27
Technological severance pay	3	8	3	-	19	-	6	8	-	-
Moving allowance	11	-	14	-	27	13	8	9	26	18
Office workers										
Supplemental unemployment benefits	9	5	9	4	32	-	-	-	-	-
Short workweek benefits	4	5	4	3	28	-	-	-	-	-
Technological severance pay	2	5	2	-	28	-	-	-	-	-
Moving allowance	2	-	3	-	28	-	-	-	18	28

¹ For definition of industry branches, see appendix A.

² Includes data for region(s) in addition to those shown separately.

Appendix A. Scope and Method of Survey

Scope of Survey

Part I of the survey—Motor Vehicles—includes data for all automotive operations of passenger car manufacturers, including motor vehicle parts operations, with the exception of the truck division of one firm and the steel and glass operations of all companies. Plants engaged primarily in producing tractors and industrial engines, all parts depots, and other separate auxiliary units, such as central offices, were excluded.

Part II of the survey—Motor Vehicle Parts—includes data for establishments (other than those operated by passenger car producers) primarily engaged in manufacturing the automotive parts listed below as they are classified in the 1957 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget.

<u>Product</u>	<u>SIC Code</u>
Automotive hardware (door locks, door handles, etc.) -----	Part of 3429
Automotive stampings (stamped and pressed metal body parts, trim, fenders, tops, hub caps, etc.) -----	Part of 3461
Automobile springs-----	Part of 3493
Automotive pistons, piston rings, valves, carburetors, etc. -----	Part of 3599
Automotive electrical instruments -----	Part of 3611
Automobile lights-----	Part of 3642
Automotive electrical engine parts (armatures, ignition coils, distributors, generators, spark plugs, starters, etc.) -----	Part of 3694
Passenger car bodies-----	3712
Motor vehicle parts and accessories (crankshaft assemblies, exhaust systems, gears, heaters, radiators, rims, shock absorbers, etc.)-----	3714
Automotive mechanical instruments (speedometers, gauges, etc.)-----	Part of 3821

Establishments primarily engaged in manufacturing any of the above parts for use in trucks or buses were included; however, manufacturers of large truck units such as whole engines, bodies, or chassis were excluded. Separate auxiliary units, such as central offices, were also excluded.

The establishments studied in the motor vehicle parts industry were selected from those employing 50 workers or more at the time of reference of the data used in compiling the universe lists.

The number of motor vehicle parts establishments and workers actually studied by the Bureau, as well as the number estimated to be in the industry during the payroll period studied, are shown in the table on the following page.

Method of Study

Data for the motor vehicles segment of the survey were obtained from reports prepared by the five passenger car producers and submitted through the Automobile Manufacturers Association, Inc. These reports were prepared in accordance with instructions provided by the Bureau of Labor Statistics. Bureau staff members reviewed these reports for completeness and conformity with definitions and instructions.

Data for the motor vehicle parts segment of the survey were obtained by personal visits of Bureau field economists under the direction of the Bureau's Assistant Regional Directors for Wages and Industrial Relations. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied,
Motor Vehicle Parts Manufacturing Establishments, April 1963

Region, ¹ area, ² and industry branches	Number of establishments ³		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total ⁴	Production workers	Office workers	Total
<u>All industry branches</u>						
United States ⁵ -----	610	242	234,931	186,684	21,307	152,808
Northeast -----	82	33	34,296	26,337	3,218	24,558
North Central -----	419	174	177,637	141,205	16,572	116,982
Chicago -----	36	31	10,766	8,445	1,276	10,393
Cleveland -----	22	14	13,792	10,941	1,213	12,748
Detroit -----	68	24	25,411	20,248	2,285	17,652
Toledo -----	10	9	6,804	5,322	657	6,747
South -----	77	28	19,134	15,995	1,253	9,823
<u>Selected industry branches</u>						
Motor vehicle parts and accessories:						
United States ⁵ -----	375	130	158,727	124,999	15,466	98,453
Northeast -----	53	17	17,760	13,652	1,670	11,870
North Central -----	243	91	125,609	98,864	12,656	79,527
South -----	52	18	12,589	10,234	948	6,504
Automotive stampings:						
United States ⁶ -----	109	34	27,154	22,151	1,775	16,283
North Central -----	90	24	17,101	14,332	944	7,542
Automotive pistons, piston rings, and carburetors:						
United States ⁶ -----	31	23	19,141	15,094	1,799	16,513
North Central -----	27	20	16,171	12,501	1,610	14,469
Automotive electrical engine parts:						
United States ⁶ -----	47	24	16,441	13,270	1,327	11,183
North Central -----	30	17	10,456	8,661	826	8,019

¹ The regions used in this study include: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

² Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget.

³ Includes only establishments with 50 workers or more at the time of reference of the universe data.

⁴ Includes executive, professional, and other workers excluded from the separate production and office worker categories.

⁵ Includes data for the western region in addition to regions shown separately.

⁶ Includes data for other regions in addition to North Central.

than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industries, excluding only those below the minimum size (50) at the time of reference of the universe data.

Establishment Definition

An establishment, for purposes of this study, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

Employment

The estimates of the number of workers within scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey required the use of lists of motor vehicle parts establishments assembled considerably in advance of the payroll period studied.

Information for the motor vehicle branch was obtained from reports prepared on a companywide basis, combining data by region for all plants within scope of the survey. Employment counts are representative of employment for a single week in April 1963. Data for two firms were taken from pay periods prior to April, but the employment change between the two periods was so negligible that adjustment to April levels was not considered necessary. The general employment level and the distribution of employment by occupation for any single pay period is influenced by the operating rate at various automotive units with differing products and occupational staffing. Thus, the employment data presented are not average employment counts for an extended period of time, but, as previously stated, are representative only of the payroll period studied.

Wage Data

The wage information for the motor vehicle survey relates to average straight-time hourly earnings, excluding any incentive payments such as piecework or production bonuses. Also excluded was premium pay for overtime and for work on weekends, holidays, and late shifts. The earnings data include all annual improvement adjustments made through January 1963 and all cost-of-living allowances through April 1963. The full job rate was reported for probationary workers.

The wage information for the motor vehicle parts survey relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living allowances were included as part of the workers' regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.¹⁷

Comparison With Other Statistics

The straight-time hourly earnings presented in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings are calculated from the weighted data by summing individual hourly earnings and dividing by the number of such individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry is divided into the reported payroll totals. Also, as explained previously, earnings data for the motor vehicles survey exclude incentive payments.

Production Workers

The term "production workers," as used in the motor vehicle survey, includes workers engaged in fabricating, processing, assembling, inspecting, receiving, storing, handling, packing, warehousing, shipping, maintenance, repair, janitorial work, product development, auxiliary production for plants own use (e.g., powerplant), and recordkeeping and other services closely associated with the production operations including working foremen and leadmen. Apprentices, cooperative students, and guards were excluded from the motor vehicles survey, but were included in the motor vehicle parts survey.

Office Workers

The term "office workers," as used in this bulletin, includes all nonsupervisory office workers and excludes administrative, executive, professional, and technical employees.

Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these job descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness

¹⁷ Average hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers, were obtained by weighting each rate (or hourly earnings) by the number of workers receiving the rate.

of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, probationary workers, and cooperative students were not reported in the selected occupations. In the motor vehicle survey probationary workers in selected occupations were included at the rate for the job.

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas established under the sponsorship of the Bureau of the Budget.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contain at least one city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Establishment Practices and Supplementary Wage Provisions

Supplementary benefits and practices were treated statistically on the basis that if formal provisions for supplementary benefits and practices were applicable to half or more of the production (or office) workers in an establishment, the practices or benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the practice or benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Weekly Hours. Data refer to the predominant work schedule for full-time production (or office) workers employed on the day shift, regardless of sex.

Shift Provisions and Practices. Data refer to the provisions in establishments having formal provisions for late-shift operations and to the practices in those establishments operating extra shifts during the payroll period studied.

Paid Holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid Vacation. The summary of vacation plans is limited to formal arrangements, excluding informal plans, whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 5 years of service include changes in provisions which may have occurred after 4 years.

Health, Insurance, Severance, and Pension Plans. Data are presented for all health, insurance, severance, and pension plans for which all or a part of the cost is borne by the employer excluding only programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes the plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payments upon retirement for the remainder of the worker's life. Data are presented separately for retirement severance pay; i.e., lump-sum payments made to employees upon retirement. Establishments having provisions for both lump-sum and periodic payments to employees upon retirement were considered as having both retirement pension and retirement severance pay. Establishments having optional plans providing employees a choice of either retirement severance or periodic payments were considered as having only retirement pension benefits.

Supplemental Unemployment Benefits. Data refer to all formal plans which are designed to supplement benefits paid under State unemployment systems.

Short Workweek Benefits. Data refer to all formal plans providing for company payments to employees who work less than 40 hours a week but are available for 40 hours work during the payroll week.

Technological Severance Pay. Data refer to formal plans providing pay to employees separated from employment because of technological changes or closing of plants.

Moving Expenses. Data relate to formal plans providing for at least partial payment of moving expenses incurred by employees required to move because of transfer of a plant.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude leadmen, working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, probationary, temporary workers, and cooperative students. (In the motor vehicle survey, probationary workers were included at the rate for the job.)

Differences in scope of operations and work arrangements between the motor vehicles and motor vehicle parts industries were considered in selecting the job categories and preparing the job descriptions. Occupations studied in only 1 of the 2 industries are indicated. It should be noted that separate descriptions were used in the two industries in classifying assemblers, inspectors, production machine-tool operators, punch-press operators, and toolroom machine-tool operators.

Maintenance Occupations

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

HELPER, MAINTENANCE TRADES (Motor vehicle parts only.)

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting worker by holding materials or tools; and performing other unskilled tasks as directed by journeymen. The kind of work the helper is permitted to perform varies from trade to trade; in some trades the helper is confined to supplying, lifting, holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE REPAIRMAN (Maintenance mechanic)

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; re-assembling machines; and making all necessary adjustments for operation. In general, the work of a machine repairman requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE (Tinsmith)

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, and metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal-working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Toolroom Occupations

DIE SINKER, DROP-FORGE DIES

Lays out die blank and machines the impression in deep cavity forge dies using routing and profiling machines, and performs related benchwork including finish grinding and hand scraping, and sometimes making lead casts of the impressions of the upper and lower dies to be checked to the part print.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machine in the construction of machine-shop tools, gages, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. In the motor vehicles survey, jig boring machine operators and cutter, tool, and gage grinders are specifically excluded from this classification.

PATTERNMAKER, METAL AND WOOD

Includes workers making either metal, wood, or metal and wood patterns, core boxes, or metal plates.

The work of a patternmaker, metal, involves most of the following: Planning and laying out of work from blueprints, drawings, or models; making standard shop computations relating to dimensions of work; using a variety of machine and handtools; and performing hand-finishing operations on pattern by filing, filling in low spots with solder, and sometimes painting with aluminum paint.

The work of a patternmaker, wood, involves most of the following: Planning and laying out of work from blueprints, drawings, or models; making standard shop computations relating to dimensions of work; using a variety of patternmaker's handtools such as saws, planes, chisels, gages, and mallets; operating various woodworking machines such as band saws, circular saws, borers, routers, lathes, planers, drill presses, sanders, and shapers; checking work with calipers, rules, protractors, squares, straightedges, and other measuring instruments; assembling patterns and sections of patterns by gluing, nailing, screwing, and doweling; working to required tolerances and allowances; and selecting the materials for the construction of a particular pattern. May also make sweeps (templates) for making molds by the sweep-molding method. In general, the work of the patternmaker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

(Die maker; jig maker; tool maker; fixture maker; gage maker)

Constructs and repairs machine-shop tools, gages, jigs, fixtures, or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heattreating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

Custodial, Material Handling, and Plant Clerical Occupations

CHECKER, RECEIVING AND SHIPPING

Performs recordkeeping function on incoming and outgoing shipments. Checks incoming material against bills of lading, invoices, or other materials. May check quality of goods received; reject damaged goods; and keep records of all material received. Verifies outgoing shipments against packing slips. Keeps records of shipments and prepares necessary first step papers for accounting departments.

GUARD (Motor vehicle parts only.)

Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing and power-sweeper operators are excluded.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by hand truck, car, or wheelbarrow. Longshoremen, who load and unload ships, are excluded.

TRUCKDRIVER (Motor vehicle parts only.)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments, such as manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

SHIPPING AND RECEIVING CLERK (Motor vehicle parts only.)

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping changes, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in

SHIPPING AND RECEIVING CLERK (Motor vehicle parts only.)—Continued

verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Shipping clerk
Receiving clerk
Shipping and receiving clerk

TIMEKEEPER (Motor vehicle parts only.)

Keeps a daily record showing time of arrival on the job and departure from work of company employees. Fills out timesheets and timecards, or supervises the use of time-clock, depending on the system used for recording the hours of work. Periodically computes total time worked by each employee as a basis for making up payroll. May perform additional related duties.

Other Selected OccupationsASSEMBLER (Motor vehicle parts only.)

(Bench assembler; floor assembler; jig assembler; line assembler; subassembler)

Assembles and/or fits together parts to form complete units or subassemblies at a bench, conveyor line, or on the floor, depending upon the size of the units and the organization of the production process. Work may include processing operations requiring the use of handtools in scraping, chipping, and filing of parts to obtain a desired fit as well as power tools and special equipment when punching, riveting, soldering, or welding of parts is necessary. Workers who perform any of these processing operations exclusively as part of specialized assembling operations are excluded.

Class A. Assembles parts into complete units or subassemblies that require fittings of parts and decisions regarding proper performance of any component part or the assembled unit. Work involves any combination of the following: Assembling from drawings, blueprints, or other written specification; assembling units composed of a variety of parts and/or subassemblies; assembling large units requiring careful fitting and adjusting of parts to obtain specified clearances; and using a variety of hand and powered tools and precision measuring instruments.

Class B. Assembles parts into units or subassemblies in accordance with standard and prescribed procedures. Work involves any combination of the following: Assembling a limited range of standard and familiar products composed of a number of small- or medium-sized parts requiring some fitting or adjusting; assembling large units that require little or no fitting of component parts; working under conditions where accurate performance and completion of work within set time limits are essential for subsequent assembling operations; and using a limited variety of hand or powered tools.

Class C. Performs short-cycle, repetitive assembling operations. Work does not involve any fitting or making decisions regarding proper performance of the component parts or assembling procedures.

ASSEMBLER, LINE AND BENCH (Motor vehicles only.)

Performs repetitive work on major or minor assembly, working on conveyor line or at bench. Parts may be positioned by hand or hoist and assembling operation may involve use of hand or power tools or special purpose assembling machines.

GENERAL FOUNDRY LABORER (Motor vehicle parts only.)

Performs unskilled work such as handling sand, castings, scrap, coal, oil, etc.; cleans tanks, floors, around machines, etc.; and removes debris. May handle patterns, cores, molds, etc. May straighten rods, wires, pipes, etc.

HEAT TREATER (Motor vehicle parts only.)

Alters the physical qualities or structure of metals or alloys in the solid state by controlled heating and cooling to obtain desired physical characteristics. Some common types of heat treating are known as hardening, tempering, annealing, normalizing, carburizing or cementation, case-hardening, cyaniding, and nitriding. The heating may be accomplished in a variety of different types and sizes of furnaces or other heating devices, and the cooling also may be accomplished by a variety of quenching methods or other types of cooling.

Class A. Controls the heat treatment of metal objects. Work involves any combination of the following: Considerable judgment in the application of heat treating methods and techniques where a high degree of control is necessary to obtain the desired physical characteristics; knowledge of the physical properties of various metals to be treated; knowledge of the characteristics of furnaces, mechanical or electrical control mechanisms, and quenching mediums; and ability to work with a minimum of supervision in treating a variety of materials.

Class B. Heats metal objects according to prescribed procedures where a limited degree of control is necessary to obtain desired physical characteristics. Duties may in some cases be limited to feeding identical units into a furnace and maintaining temperature of furnace within prescribed limits.

INSPECTOR (Motor vehicle parts only.)

Inspects parts, products and/or processes. Performs such operations as examining parts or products for flaws and defects, checking their dimensions and appearance to determine whether they meet the required standards and specifications.

Class A. Responsible for decisions regarding the quality of the product and/or operations. Work involves any combination of the following: Thorough knowledge of the processing operations in the branch of work to which he is assigned, including the use of a variety of precision measuring instruments; interpreting drawings and specifications in inspection work on units composed of a large number of component parts; examining a variety of products or processing operations; determining causes of flaws in products and/or processes and suggesting necessary changes to correct work methods; and devising inspection procedures for new products.

Class B. Work involves any combination of the following: Knowledge of processing operations in the branch of work to which he is assigned, limited to familiar products and processes or where performance is dependent on past experience; performing inspection operations on products and/or processes having rigid specifications, but where the inspection procedures involve a sequence of inspection operations, including decisions regarding proper fit or performance of some parts; and using precision measuring instruments.

Class C. Work involves any combination of the following: Short-cycle, repetitive inspection operations; using a standardized, special-purpose measuring instrument repetitively; and visual examination of parts or products, rejecting units having obvious deformities or flaws.

INSPECTOR, GENERAL PRODUCTION (Motor vehicles only.)

Performs gaging, visual inspection, or functional testing operations on motor vehicles and components. This classification includes all inspectors on processing operations.

MACHINE-TOOL OPERATOR, PRODUCTION (Motor vehicles only.)BAR STOCK SCREW-MACHINE OPERATOR

Operates one or more multiple- or single-spindle automatic screw machines. Automatic screw machines are production turning machines with automatic-feed cycle designed to produce parts from bar stock fed automatically. These machines, equipped with from 1 to 8 spindles or a turret, automatically perform and repeat a cycle of operations on each length of stock fed into the machine.

CRANKSHAFT GRINDER

Operates external grinder for finish grinding of bearing surfaces of crankshaft. Operates to close limits and checks work with dial indicator, gages, or instruments. May dress or replace grinding wheels.

OTHER

Operates one or more nonportable, power-driven machine tools in order to shape metal by progressively removing portions of the stock in the form of chips or shavings, or by abrasion. For wage study purposes, this classification is limited to operators of the following types of machine tools:

Automatic lathes	Milling machines
Boring machines	Planers
Drill presses, radial	Screw machines, automatic
Drill presses, single- or multiple-spindle	(except bar stock)
Engine lathes	Screw machines, hand
Gear-cutting machines	Shapers
Gear-finishing machines	Turret lathes, automatic
Grinding machines (except crankshaft grinders)	Turret lathes, hand

MACHINE-TOOL OPERATOR, PRODUCTION (Motor vehicle parts only.)

Operates one or more nonportable, power-driven machine tools in order to shape metal by progressively removing portions of the stock in the form of chips or shavings, or by abrasion. For wage study purposes, this classification is limited to operators of the following types of machine tools:

Automatic lathes	Grinding machines
Boring machines	Milling machines
Drill-presses, radial	Planers
Drill-presses, single- or multiple-spindle	Screw machines, automatic
Engine lathes	Screw machines, hand
Gear-cutting machines	Shapers
Gear-finishing machines	Turret lathes, automatic
	Turret lathes, hand

Class A. Sets up machines, by determining proper feeds, speeds, tooling and operation sequence or by selecting those prescribed in drawings, blueprints, or layouts; and makes necessary adjustments during operation where changes in work and setup are relatively frequent and where care is essential to achieve requisite dimensions of very close tolerances.

Class B. Sets up machines on standard or roughing operations where feeds, speeds, tooling, and operation sequence are prescribed or maintains operation setup made by others; and makes all necessary adjustments during operation where care is essential to achieve very close tolerances or where changes in product are relatively frequent.

Class C. Operates machines on routine and repetitive operations; makes only minor adjustments during operations when trouble occurs, stops machine and calls foreman, leadman, or setup man to correct the operation.

MACHINE-TOOL OPERATOR, PRODUCTION (Motor vehicle parts only.)—ContinuedAUTOMATIC-LATHE OPERATOR

(Automatic-between-centers-lathe operator; automatic-chucking machine operator; automatic-turret-lathe operator)

Operates one or more lathes equipped with automatic feed mechanisms for actuating the cutting tools over the complete work cycle. Automatic lathes may differ as to type of construction (horizontal or vertical); number of spindles (single or multiple); method of feed (hand-feed, automatic-chucking, or hopper-feed); method of holding the work (in chucks or between centers); and method of presenting the tools to the stock in sequence (turrets, slides, revolving work stations). (For description of class of work see machine-tool operator, production, page 69.)

DRILL-PRESS OPERATOR, RADIAL

Operates one or more types of radial-drilling machines designed primarily for the purpose of drilling, reaming, countersinking, counterboring, spotfacing, or tapping holes in large or heavy metal parts. Several types of radial drills are in use, the most common type being designed so that the tool head and saddle are movable along a projecting arm which can be rotated about a vertical column and adjusted vertically on the column. (For description of class of work see machine-tool operator production, page 69.)

DRILL-PRESS OPERATOR, SINGLE- OR MULTIPLE-SPINDLE

Operates one or more types of single- or multiple-spindle drill-presses, to perform such operations as drilling, reaming, countersinking, counterboring, spotfacing, and tapping. Drill-press operators, radial, and operators of portable drilling equipment are excluded. (For description of class of work see machine-tool operator, production, page 69.)

ENGINE-LATHE OPERATOR

Operates an engine lathe for shaping external and internal cylindrical surfaces of metal objects. The engine lathe, basically characterized by a headstock, tailstock, and power-fed tool carriage, is a general-purpose machine tool used primarily for turning. It is also commonly used in performing such operations as facing, boring, drilling, and threading, and equipped with appropriate attachments, may be used for a very wide variety of special machining operations. The stock may be held in position by the lathe "centers" or by various types of chucks and fixtures. Bench-lathe operators, automatic-lathe operators, screw-machine operators, automatic, and turret-lathe operators, hand (including hand screw machine) are excluded. (For description of class of work see machine-tool operator, production, page 69.)

GRINDING-MACHINE OPERATOR

(Centerless-grinder operator; cylindrical-grinder operator; external-grinder operator; internal-grinder operator; surface-grinder operator; Universal-grinder operator.)

Operates one of several types of precision grinding machines to grind internal and external surfaces of metal parts to a smooth and even finish and to required dimensions. Precision grinding is used primarily as a finishing operation on previously machined parts, and consists of applying abrasive wheels rotating at high speeds to the surfaces to be ground. In addition to the types of grinding machines indicated above, this classification includes operators of other production grinding machines such as: Single-purpose grinders (drill grinders, broach grinders, saw grinders, gear-cutter grinders, thread grinders, etc.) and automatic and semiautomatic general purpose grinding machines. Operators of portable grinders are excluded. (For description of class of work see machine-tool operator, production, page 69.)

MACHINE-TOOL OPERATOR, PRODUCTION—ContinuedMILLING-MACHINE OPERATOR

(Milling-machine operator, automatic; milling-machine operator, hand)

Performs a variety of work such as grooving, planing, and shaping metal objects on a milling machine, which removes material from metal surfaces by the cutting action of multitoothed rotating cutters of various sizes and shapes. Milling-machine types vary from the manually controlled machines employed in unit production to fully automatic (conveyer-fed) machines found in plants engaged in mass production. For wage study purposes, operators of single-purpose millers such as thread millers, duplicators, die sinkers, pantograph millers, and engraving millers are excluded. (For description of class of work see machine-tool operator, production, page 69.)

SCREW-MACHINE OPERATOR, AUTOMATIC

Operates one or more multiple- or single-spindle automatic screw machines. Automatic screw machines are production turning machines with automatic-feed cycle designed to produce parts from bar or tube stock fed automatically through spindles or the head stock. These machines, equipped with from 1 to 8 spindles or a turret, automatically perform and repeat a cycle of operations on each length of stock fed into the machine. (For description of class of work see machine-tool operator, production, page 69.)

TURRET-LATHE OPERATOR, HAND (INCLUDING HAND SCREW MACHINE)

Operates a lathe equipped with a turret used to present a number of cutting tools, required for a cycle of machining operations, to the work in sequence. Operations commonly performed on a turret lathe include turning, facing, boring, drilling, and threading. The operator rotates or indexes the turret to bring the tools toward the work for each operation. Individual workpieces, such as forgings, and castings, are held in a chuck or the lathe may be equipped with a bar stock feeding device to present the correct length of stock to the tools at the beginning of each cycle of operations. (For description of class of work see machine-tool operator, production, page 69.)

METAL FINISHER

Removes surface irregularities of pressed metal parts (body panels) in preparation for painting. Uses hammer and dolly block; and files and polishes rough surface areas to smooth finish as determined by feeling the metal through a piece of cloth or cloth glove.

MOLDER, MACHINE

Shapes molds or mold sections on any of several types of molding machines such as rollover, jarring, and squeeze machines. Work involves most of the following: Selecting and assembling appropriate flasks and patterns and positioning patterns in flasks; filling flasks with sand and ramming of sand around pattern with ramming tool or by mechanical means; determination of appropriate sand blends and moisture content of sand required for particular molds; preparing molds for drawing of patterns, and repairing damage to mold impressions in sand; selecting and setting in position appropriate cores; determination of appropriate venting, gating, reinforcing, and facing required; and assembling upper and lower section of molds, and guiding or assisting in the pouring of the molten metal into the mold.

POLISHING AND BUFFING-MACHINE OPERATOR (Motor vehicle parts only.)

Polishes metal objects to produce a smooth surface and/or high luster by holding against rapidly rotating wheels, belts, or straps on a machine set up to achieve a specialized phase of polishing on a repetitive basis. Work involves one of the following: Setting up and operating machine where wheels and abrasives and polishing compounds are prescribed; polishing involving the maintenance of contours, radii, and uniformity of shape on machines set up by others; and selection of polishing compounds and abrasives on machines set up by others.

PUNCH-PRESS OPERATOR (Motor vehicles only.)

Feeds and operates a power press equipped with special production dies that perform one or a combination of cutting and shaping operations on the stock. Individual pieces of stock or partly fabricated units may be positioned in the machine by the operator, or the machine may be equipped with a feeding device that automatically positions single pieces of stock or repetitively positions strip or sheet stock for successive operations.

Punch presses are commonly designated by functional names derived from the operation they perform such as blanking press or forming press; by names descriptive of the frame such as arch press; or by names that indicate how the power is transmitted such as crank press or toggle press.

PUNCH-PRESS OPERATOR, LIGHT AND MEDIUM (Motor vehicle parts only.)

Operates light- and medium-size power punch presses to trim, coin, blank, pierce, etc. Includes ordinary compound, combination, and progressive dies and use of automatic-roll or dial-feed machines. May direct work of helper and assist die setter in changing dies and setting up the press.

PUNCH-PRESS OPERATOR, HEAVY (double crank or toggie) (Motor vehicle parts only.)

Operates and maintains setup on heavy duty, double crank, and toggle presses to deep draw, blank, pierce, form, trim, and flange such parts as fenders and hoods. Should have knowledge of mechanism of the dies and equipment and make all necessary adjustments. May set up dies and feeder mechanisms involving bolster plates, risers, draw rings, pressure pins, etc. Directs work of one or more helpers and assists die setter in changing dies and setting up the press.

SEWING MACHINE OPERATOR (Motor vehicles only.)

Uses power-driven machine to sew upholster section after they are cut to size. Guides material under needle.

SPRAYER, BODY, FENDER, AND HOOD (Motor vehicles only.)

Operates spray gun to apply lacquer or enamel on body surfaces to impart a finish highly uniform and free from sags, dirt, or other blemishes. Makes adjustment to nozzle, air pressure, and spray gun when necessary to obtain desired finish on surface. Replaces nozzles and cleans guns when necessary.

TRIMMER (Motor vehicles only.)

Performs any of a number of trimming jobs on cushions, backs, headliners, or soft (convertible) tops, using tacks or ring fasteners. Work may be performed on moving conveyor, stationary buck, or bench.

WELDER, HAND

Fuses (welds) metal objects together by means of gas or arc welding apparatus in the fabrication of metal shapes and in repairing broken or cracked metal objects. In addition to performing hand welding or brazing operations, the welder may also lay out guidelines or marks on metal parts and may cut metal with a cutting torch.

WELDER, MACHINE (RESISTANCE)

Operates portable or stationary gun-type welding machines. Various welds of this type would include spot welds, projection welds, series spot welds, line seam welds, multiple spot welds, hydromatic, flash welds, and butt welds. Applies to machine welding operations in which the heat of the weld is supplied by induction unit.

INDUSTRY WAGE STUDIES

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D. C., 20210, or from any of the regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).
Candy and Other Confectionery Products, 1960. BLS Report 195.
*Canning and Freezing, 1957. BLS Report 136.
Cigar Manufacturing, 1961. BLS Bulletin 1317 (30 cents).
Cigarette Manufacturing, 1960. BLS Report 167.
Cotton Textiles, 1960. BLS Report 184.
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1957. BLS Report 123.
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1960. BLS Report 174.
Footwear, 1962. BLS Bulletin 1360 (45 cents).
Hosiery, 1962. BLS Bulletin 1349 (45 cents).
- Industrial Chemicals, 1955. BLS Report 103.
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
Machinery Manufacturing, 1962. BLS Bulletin 1352 (40 cents).
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1961. BLS Bulletin 1323 (40 cents).
Men's and Boys' Suits and Coats, 1958. BLS Report 140.
Miscellaneous Plastics Products, 1960. BLS Report 168.
Miscellaneous Textiles, 1953. BLS Report 56.
Motor Vehicles and Motor Vehicle Parts, 1957. BLS Report 128.
- Nonferrous Foundries, 1960. BLS Report 180.
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).
Petroleum Refining, 1959. BLS Report 158.
Pressed or Blown Glass and Glassware, 1960. BLS Report 177.
*Processed Waste, 1957. BLS Report 124.
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).

* Studies of the effects of the \$1 minimum wage.

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- Radio, Television, and Related Products, 1951. Series 2, No. 84.
Railroad Cars, 1952. Series 2, No. 86.
*Raw Sugar, 1957. BLS Report 136.
Southern Sawmills and Planing Mills, 1962. BLS Bulletin 1361 (30 cents).
Structural Clay Products, 1960. BLS Report 172.
Synthetic Fibers, 1958. BLS Report 143.
Synthetic Textiles, 1960. BLS Report 192.
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.

West Coast Sawmilling, 1959. BLS Report 156.
Women's and Misses' Coats and Suits, 1962. BLS Bulletin 1371 (25 cents).
Women's and Misses' Dresses, 1960. BLS Report 193.
Wood Household Furniture, Except Upholstered, 1962. BLS Bulletin 1369 (40 cents).
*Wooden Containers, 1957. BLS Report 126.
Wool Textiles, 1962. BLS Bulletin 1372 (45 cents).
Work Clothing, 1961. BLS Bulletin 1321 (35 cents).

Nonmanufacturing

- Auto Dealer Repair Shops, 1958. BLS Report 141.
Banking Industry, 1960. BLS Report 179.
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1961. BLS Bulletin 1343 (20 cents).
Contract Cleaning Services, 1961. BLS Bulletin 1327 (25 cents).
Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.

Eating and Drinking Places, 1961. BLS Bulletin 1329 (40 cents).
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
Hospitals, 1960. BLS Bulletin 1294 (50 cents).
Hotels and Motels, 1961. BLS Bulletin 1328 (30 cents).
Life Insurance, 1961. BLS Bulletin 1324 (30 cents).
Power Laundries and Cleaning Services, 1961. BLS Bulletin 1333 (45 cents).

II. Other Industry Wage Studies

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